

CONVOY DISPATCH

Voice of the Teamster Rank and File Since 1975



Mar. 1980
No. 4

Teamsters for a Democratic Union

P.O. Box 10128, Detroit, MI 48210 Phone (313) 842-2600

DOES THIS MAN OWN OUR UNION?

"We own the Teamsters"

—Carlos 'Little Man' Marcello
[reputed king of organized crime in New Orleans]

Marcello made this statement to two FBI agents posing as insurance salesmen. Marcello was discussing his plan to draw millions of dollars from our Central States Health & Welfare Fund.

The FBI has been investigating Marcello as part of its 'Brilab' (bribery-labor) sting operation, concentrated in the Southwest.

One center of the Federal probe is Kansas City, where investigations are under way involving underworld connections and influence over top IBT officers. Government agents have reportedly monitored a plot to replace Frank Fitzsimmons as General President with Roy Williams of Kansas City.

The web of corruption in Kansas City is centered on Nick Civella, reported chief of the KC mob. Civella has close ties to Roy Williams.

Civella, along with alleged Chicago mob figures such as Anthony Spilotro, is reported to have profited from a well organized "skimming" operation in Las Vegas Casinos. "Skimming" is the practice of removing cash from the casinos before it is reported as income to the IRS. Spilotro, Civella, and others reportedly used funds from the Central States Pension Fund to gain control of casinos such as the Stardust and Freemont. They have allegedly skimmed \$300,000 per month from these gambling concerns. The illegal income is then split between the Chicago and Kansas City mob.

A related FBI investigation called Pendorf (Pension—Dorfman) is due to once again indict Allen Dorfman, according to the *Chicago Tribune*. Dorfman's company processes claims for the Health and Welfare Fund. Dorfman, who previously served time for loan-kickbacks from the pension

fund, has been under investigation since last year. TDU has repeatedly pressured the Labor Dept. and other agencies regarding Dorfman's involvement in Teamster benefit plans.

Rank and File Candidates Speak Out on Corruption

Pete Camarata and Jack Vlahovic are running for General President and Secretary Treasurer of the IBT. They are proven rank and file leaders, who have passed up chances for jobs in the hierarchy to work for real unionism. They intend to press the issue of corruption at the IBT Convention in Las Vegas in June 1981.

Pete Camarata told *Convoy Dispatch*:

"It's sad but true that it's no surprise to Teamsters in Detroit and many other places that organized crime is in our union. Last month Richard Fitzsimmons was sentenced to prison for labor racketeering. You might think that the 'honest' officials would make him pay for his treason, and expel him from the union, but they won't. I, with Jim Carothers of Commercial Carriers, brought charges against him. But the officers won't risk aggravating his father."

"The 1981 Convention will be

an important step in this fight, but only when the rank and file are organized and aroused across North America will we run all the crooks out for good."

Jack Vlahovic, who was elected Sec.-Treas. of Vancouver Local 213 before being undemocratically removed by the Teamster hierarchy, added:

"The key is that the 2 million members own the Teamsters. That's whose sweat built the union, in strikes and lockouts and sometimes without the support of the officers. No outsiders or corrupt individuals should be in a position to claim they own our union. That's



Carlos Marcello of New Orleans
"I'm the boss here!"

what we will work to bring about. We'll show who owns the Teamsters!"

TDUer Overturns Productivity Firing

"The [productivity measurement] system as applied has been unfair in its basic foundation and formula."

—Arbitrator Dallas Young
February 25, 1980

Eastern Conference JAC). We have to keep the heat on to force the International to enforce Article 20 and protect jobs. A key case will come to the Eastern Conference next month—the firing of James Langley by Pilot Freight in North Carolina. And Roadway

TDUer Joe Berg was thus reinstated with full back pay to his dock job at Helms Express in Irwin Pennsylvania. Berg worked the dock for Helms for 23 years. Then they fired him for 'low productivity'. He was a test case for Helms and their system.

The arbitrator noted "A supervisor was the one who parceled out the work...such a system breeds suspicion and favoritism." He went on "Consideration was not given for the quality of the employees work but only for the pounds moved." Exactly what TDU has said all along!

This decision is contrary to rulings of the Eastern Conference Joint Area Committee (grievance panel) which gave the green light to Helms.

Battle Not Over

We welcome this decision. But the battle is far from over. Helms and other companies will continue to push their program. They will use suspensions if not firings. (In the Western Pa. supplement, firings go to arbitration, suspensions go to the



Standing Up For The Freight Contract

On Feb. 24 almost 100 rank and file Teamsters from 15 locals took a stand to defend the National Master Freight agreement. They gathered to stop Matty Moroun's all-out attack on the Freight Contract including:

1. Direct Delivery by road men and brokers, cutting out city drivers and dockworkers.

2. Sub-Standard Wages—as low as \$61.60 for 12 hours.

3. Gutting Seniority by pretending that his different "companies" are separate

These sweethearts have let

Moroun cut rates by up to 20%. Tomorrow your boss will have to use the same tactics to stay in business. Already National Freight has been using similar tactics (see story p.12). Who's next?

To fight these abuses Moroun Teamsters have drafted a petition to our local unions and joint councils demanding an end to these substandard agreements. It's a petition which every Teamster in Freight should have a copy of. Get yours Today—call TDU. (for more on Moroun, see p.7).

INSIDE!

- P.3....TDU Testifies for Safety
- P.5....Teamsters Answer to Layoffs
- P.9....St. Louis TDU Wins!
- P.12....Wisconsin Tankers on Strike

Any Help Would Be Appreciated

Dear TDU,

I am a member of Local 282 and employed by Plymouth Rock Transportation. Having read your latest edition of CONVOY DISPATCH it brings joy to my heart that such an organization as TDU exists.

I would like to bring to your attention the wheeling and dealing currently existing between 282 and Plymouth Rock. At this time we have forty union list men on the job along with 16 or so non-union employees who are employed by Royal Freight.

Royal Freight leases men and equipment to Plymouth Rock to do local pickups and delivery. Plymouth Rock also employs non-union men to work the dock. Royal Freight's office is conveniently located downstairs in Plymouth's terminal in Jersey City.

Recently we got a petition together to remove Harold Goldman

from his shop steward's position. Thirty-five of the forty list men signed the petition. Ray Fein, terminal manager and Vice-President, threatened the men with reprisals unless they took their names off the list. Needless to say, the company won out. We requested a meeting with Robert Sasso (Sec.—Treas.) about our problems but were told Harold Goldman would be put on probation and no meeting was necessary.

Persistence on our part resulted in a meeting with Mr. Sasso—but no action was taken. Maybe a letter from TDU would shake up Plymouth Rock or Local 282. Any help on your part would be greatly appreciated.

Thank you,
A New Member of TDU
Local 282
New York City

WHO WE ARE

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers—every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 22-member International Steering Committee was elected in November 1979 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. If you agree with our Rank & File Bill of Rights then how about joining us?

TDU STEERING COMMITTEE

Co-Chairs:

Doug Allan, Local 208
Pete Camarata, Local 299
Frank Greco, Local 478
Ted Katsaros, Local 282

Organizer:

Ken Paff, Local 407

Trustees:

Eileen Janadia, (Local 337)
Gary Kuhn, Local 20
Ray Kuszelewski, Local 938
Pleasant Stephens, Local 710

Bilal Chaka, Local 692
Denise Gellespie, Local 676
John Gomez, Local 70
Clyde Johnson, Local 528
Marv Kaylor, Local 70
Gary LaFlame, Local 332
Lincoln Merrill, Local 391
Mel Packer, Local 800
Paul Poulos, Local 390
Bill Slater, Local 468
Bill Steinberg, Local 390
Hugh Thompson, Local 600
John Torbet, Local 468

RANK AND FILE BILL OF RIGHTS

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Letters...

Do you remember when you were proud?

Dear TDU,

You're old enough to remember a real union if you can remember when you went to the Union hall for help, and got it. When corruption was a dirty word, and union officials went to jail for it. When you trusted your business agent. When everyone knew the difference between right and wrong. When you weren't made to feel guilty to file a grievance. When grievance hearings were fair, and you won. When you would stand up for a brother member, not fight against him. When we stood together. When the employer was the enemy. When you weren't afraid of reprisals by your elected union officials. When you weren't afraid of your boss. When you bragged about your union. When you were proud to be a Union member and wanted your child to join.

When you didn't have to agree with a man, but protected his right to talk. When brotherhood wasn't a

dirty word. When you had the right to strike if a brother member was fired. When contracts were enforced. When you worried when a brother member was laid off, and you wouldn't take another man's work. When you demanded loyalty from your union officials. That was when you believed in your union.

When Union's fought the employers and not the members. When a business agent didn't tell you to shut up and be glad you're working. When Union officials would listen to your complaints and did something. When it was a sin for Union officials to steal from the workers. When they worked for reform and not large salaries, expenses, and new cars. When you got something in return for your union dues and were glad to pay them.

When you didn't need organizations like PROD and TDU to rid your union of corruption and undemocratic procedures. When you knew that evil existed only when good men do nothing, and you wanted to do something. When members went to union meetings to be heard and were. When you wanted more now—not later.

When unions were of the members, by the members, and for the members—and rightly so.

If you're old enough to remember when, or if you've only heard people talk of when, it can be made that way again. Your voice and your vote can make the difference. It's up to you. It's your union.

Allen R. Ebert
Local 773
Allentown, Pa.



These men can remember what a union should be. Isn't it time we joined together and reform our union so we can be proud of being Teamsters once again?

Solidarity

Dear TDU,

Thank you for your letter of support in the union organizing efforts of Coca Cola workers in the country of Guatemala. Many bottling plants here in the U.S. are Teamster organized. In Guatemala only 1.2% of all workers are unionized. The story of Coca Cola bottling shows why.

The Coke franchise is owned by an American, John Trotter. The employees have tried to unionize for over ten years, and Trotter has been at "war" with them all the while. Kidnapping, murder and intimidation did not stop the union. In August 1975 the government legally recognized the union, but not Trotter. In November 1975 Trotter met with union leaders and offered a \$50,000 bribe. Today the factory looks like a concentration camp. 23 workers have been illegally jailed for belonging to the union. The Company, in 1979, formed their own company-union. It is headed by management and new workers are forced to join. But the fight goes on. Coca Cola workers there want to thank their supporters in the US labor movement.

Committee of Solidarity
New York City

"Not One To Stand By"

Dear TDU,

I would appreciate any help you can give me in the way of literature to help organize our own chapter of TDU within Local 550. I've only attended one TDU meeting of the Metro Area Chapter in New York City. I was impressed with your goals and leadership. At the meeting I purchased an organizers manual. I have read it over twice since then. In my barn we have 34 men and I've signed up 18 already. We all leave at different times, so I'm having trouble catching some of the men. I know I will succeed before the month is over. I was waiting to sign 100% of my barn

Dear TDU,

Just a few lines from a new TDU member. It is claimed that "Wildcatters" and "owner operators" are "stealing" union freight. If the IBT would come out in support of fair rates for all freight; a uniform trip leasing position; and would stand up for those O/O's who are Teamsters, this whole argument would be empty.

What would happen if GM went to the UAW and said "We need to cut wages \$.50 per hour to keep our product competitive. Yet the recent Detroit to Cleveland rate

cuts (\$.04 cut) figures out to \$.74 an hour cut for steelhaulers. Who started the rate war? How can McNicolas, Youngstown Cartage, B&P, etc. always haul cheaper than R&W, C.J. Rogers, Hess, etc.? Where are brothers Proctor, Klann, Dalton, etc. when the membership needs leadership to fight "sweethearts"?

I would like to extend a personal message to all IBT and Local officers and BA's. Next year, five years from now, or whenever, TDU will win what we stand for. If you are not with us now, don't expect to be with us then. Now is the time we need your help—then we will have our own men ready to take your job if necessary. Or maybe your "sweetheart" companies will have jobs waiting for you.

Maybe in time we will get a decent contract, put an end to "sweetheart" deals and clean up our union. At least TDU gives us a light at the end of the tunnel.

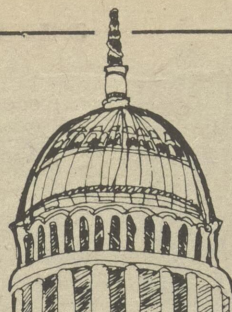
Sincerely,
Roger Davis
Local 486 St. Louis, Michigan

Sincerely yours,
Vince Grazidei
Local 550
Long Island, N.Y.

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NEWS FROM THE WASHINGTON OFFICE



The Washington office of TDU—formerly PROD's national office—is the rank and file's voice in the capital. Litigation, designing new legislation, reforming safety regulations concerning all aspects of working conditions and truck design—we're working for you. We have a Professional Drivers Council of TDU to help. But we need your input.

PROD/TDU
Room 612 — 2000 P St., NW
Washington, D.C. 20036

TDU-PROD Safety Bill Passes Senate....Faces House Committee

TDU Testifies for Truck Safety

On February 27 TDU-PROD testified in favor of HR4971, the House of Representatives version of the Truck Safety Bill (S.1390). Our Testimony was presented by Washington staff person, attorney Michael Goldberg. It came just a week after S.1390 had passed the Senate by a vote of 69-16. Momentum is now clearly building for passage of the Truck Safety Bill this year.

The Truck Safety bill would improve truck safety by 1) providing protection from retaliation if you "blow the whistle" on unsafe conditions. 2) Require the Dept. of Transportation to issue regulations protecting drivers health and safety on the job. 3) give the DOT some muscle to enforce safety rules by imposing hefty fines for each substantial violation.

Employers Try to Twist Safety Bill

Unfortunately, an amendment was tacked on to the Senate bill at the last minute. It would force all states to raise their weight limits to 80,000 lbs. and length limits to 65 feet. It gives states the option of increasing truck width to 8½ feet.

TDU specifically opposed that amendment in its testimony and the trucking industry is expected to have more difficulty getting it through the House than they did in the Senate.

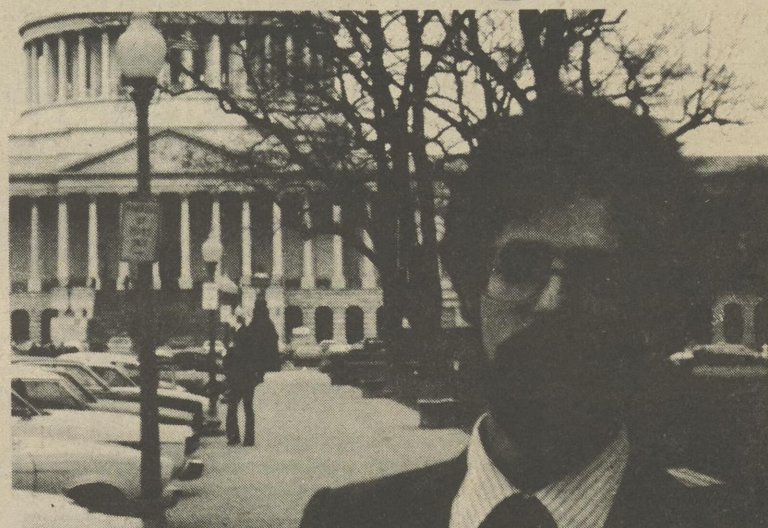
Rank and File Action Needed

The Chicago Chapter of TDU has already lobbied its state officials and congressmen to oppose any similar weight, length, or width amendments to the House bill. We strongly recommend that all TDU chapters follow Chicago's lead.

Rank and file Teamsters can also support the Truck Safety bill by passing resolutions at their local union meetings. Dave Gaibis, Local 261 activist, did just that at his December 9 union meeting. Local 261 passed a resolution which stated in part:

"That Teamsters Local 261 on behalf of its entire membership, contact our state representatives to communicate their official support for prompt enactment of the above mentioned bill."

The motion passed unanimously, and letters were sent to rally support for the Truck Safety Bill. This is the kind of action we need in more locals. For information on how to pass a motion like this in your local or lobby more effectively, contact the TDU Washington office.



TDU's new Washington attorney Michael Goldberg on his way to testify before Congress on the Truck Safety Act.

C-F Drivers Petition Against Rough Ride

"So many people have been hurt. We've had strokes, heart failures, and serious back injuries due to rough ride," said Roy Traster, CF driver in Local 224, Southern California. As a consequence, within one month over 500 drivers in California alone have signed a petition demanding the company do something about the problem with the Freightliner tractor.

The petition states that "These tractors produce a dangerous level of whole body vibrations and many of us...have been...experiencing painful and even permanent back injuries resulting from this extremely rough ride. Our protests and complaints have not brought any improvement."

The petition goes on to cite the lack of shackles at the rear ends of



CF Driver Roy Traster

the front springs. The problem is made even worse by the removal of rubber, nylon, or teflon blocks from the spring perches that are used instead of shackles."

The drivers solution: CF should convert its front suspensions back to normal spring shackles and

install shock absorbers on both front and rear axles, and maintain the seat suspensions in top condition. The petition is to be sent to CF President Burbank by June.

TDU Exposes CF Cover Up

At the recent reconvening of the NHTSA panel, CF Safety Director Jack Killolee tried to dismiss this problem. He claimed that everything was OK since the Freightliner had not been changed in years. CF driver, Frank Greco, Local 478, immediately exposed this charade by introducing the petition into the record of the panel's proceedings. Safety Director Killolee shouldn't confuse what the company has been able to get away with inflicting on the driver and what the driver agrees with. In fact, while it is true that

the design of the Freightliner hasn't changed much in recent years, it has been the cause of driver complaints for a long time according to Northern California CF driver Tom Hosford.

Where the Blame Belongs

No one can be fooled by CF claims that it isn't their fault but

rather the fault of the manufacturer. **CF owns Freightliner.**

TDU supports this campaign by CF drivers completely. Copies of the petition are available from the TDU office in Washington. If you are a CF driver and have had enough of Freightliner's rough ride, call TDU today.

Supreme Court Rules on Right to Refuse Unsafe Work

On February 26, the U.S. Supreme Court issued a landmark decision on workers safety rights—they upheld the right to refuse dangerous work assignments **under certain circumstances and for some workers.** To refuse unsafe work and be protected you must:

1) Believe that you would face death or **serious** injury if you carried out the assignment. "Minor injury" may not be enough.

2) Your fear of death or serious injury must be "reasonable." In other words, you better have proof—photos, signed statements by coworkers, witnesses, etc.

3) Where possible, you must have already called the dangerous condition to the attention of your boss—and be met with a refusal to correct the situation.

4) There can't be enough time to correct the dangerous situation through "normal" channels—complaints to OSHA, grievances, etc.

5) Your job must be covered by OSHA

6) You must offer to do any other work your employer has available.

If you can do all of this you probably will have a good case and a Court will protect your job. It's not yet established that they will protect your paycheck and grant back pay for the time you refused to work—this issue is still before the courts.

Truck drivers beware. Most of your working conditions are not covered by OSHA. Hopefully S1390 (see separate story) will provide coverage for drivers similar to OSHA and the Whirlpool standard will be extended to drivers.

Michael Goldberg.

Washington Wire

NHTSA PANEL RECONVENES

The NHTSA Heavy Duty Truck Safety panel follow up meeting held on February 19 in Washington D.C.. While major improvements such as longer cabs, elimination of rubber block suspensions, and standardized dashboard layouts, are still in the future, we may be seeing some improvements in the short term. These include:

1. Improved steps, handholds, and catwalks.
2. Right door window defrosters.
3. Heated mirrors.

The panel was marred by the fact that the driver participation funding, provided in barely adequate amounts at the September 10-11 meeting, was cut off for the panel. The industry outcry after the

effective driver participation in September must have gotten someone in the government to react—specifically Representative Harrison of Oregon, who is reported to be the key federal figure in denying truck drivers the means to participate in NHTSA rule making. Oregon drivers take note.

—Jack Thomas, Chicago TDU

JUST WHAT WE NEEDED

What is the American Trucking Association (ATA), the biggest employers organization in trucking, doing to stop the soaring spiral of defective trucks? Well, they are beefing up their safety staff to cope with the crisis—their **public relations** staff in their National Safety Council.

They have hired a 20 year PR man, Charles Vance, to work as Director of Public Relations for the "Safety Council" and Ms. Charlene Moran, with 10 years of corporate PR experience, to assist him. This is the sort of safety program we can expect from the ATA as the heat goes up over rising truck accident related deaths. More slick talking instead of putting their money where its needed in fixing the defective trucks that are killing so many Teamsters.

HOURS OF SERVICE—HOW MUCH LONGER?

Seven years ago PROD petitioned the Department of Transportation to overhaul the hours of service rules governing line haul drivers. When the DOT wouldn't even consider hours reform, PROD sued

in November of 1973. The court ultimately instructed the DOT to start rulemaking. That was in February of 1976. Finally, in 1978 the DOT held some hearings. But to date it has not proposed a single concrete modification of the regulation—and discussion with DOT personnel suggest it will be some time before the agency will do anything on its own steam. As a result, the Professional Drivers Council of TDU is now considering suing the DOT again.

LATE NEWS: As we go to press it has been revealed that White House pressure has forced the DOT to seek "public comment" on a proposal to allow independents to **drive** for 12 hours a day instead of the current 10. Send your comments and ideas to the TDU Washington office and we will try to get it in the record.



Shoc Waves—the news column of the Steel Haulers Organizing Committee

As we go to press, the Central Conference grievance and competitive review committee is meeting in Chicago. Important grievances, including trailer lease cancellations, will be heard. Also, the companies will be back with a shopping list of cuts. We'll carry a report on the outcome next month. We can't look for much. The Union has completely failed so far to defend steelhaulers. Some officers say they disapprove, but they won't fight for a unified policy by the whole union. Giving each barn the right to vote between taking a cut or giving up their work is irrelevant to the problem. We can force the union to adopt a unified stance to stop the cuts - and a real organizing program to clean up the non union carriers. But it will take organization to do it. Attend the SHOC MEETING on March 29.

McNicholas drivers in Cleveland Local 407 have organized to get stewards and to get all new drivers in the Union, which had been neglected. 38 out of 43 drivers signed a mass grievance against their terminal managers bad attitude, abusive

behavior and his forcing people to break DOT rules, etc. Another grievance challenges the 50c a week 'charity deduction' McNic takes out of checks. The company says a Central States ruling allowed this. They say they'll ask for the same in the East. Drivers have also been fired on built-up reprimands. An effort is underway to get work rules which give people some rights.

Ryder Ranger drivers report that instructions were given as far away as Kansas City that all new leases would be signed thru Neil Dalton's Local 486 in Saginaw, Mich. for a substandard drivers share of 72%.

Heldtman Steel in Toledo runs 6 non-union trucks. Drivers get 18% of revenue. Has Local 20 made the slightest effort to sign them up?

300-400 angry members with lots of questions came to the recent Local 377 steelhaul meeting in Youngstown. They were mad about the companies' cut rates, contract busting and the Union's ineffectiveness. They got madder when the officials had few answers and told

them to file grievances, but would not pledge to back those grievances. When the members aren't filing grievances, it tells you more about the local and its officers than about the members.

Unfortunately, former TDU member Jim Reese of Ohio Fast Freight took some heat off the officials with irrelevant cheerleading about how we must be proud to be Teamsters. That isn't the answer to officials who can't or won't give leadership to defend the members and our contract. The members realize this and so he received a negative reaction from the rank and file present.

Jones Motor brokers are being pressured to accept a percentage cut to 72%. A meeting reportedly has been held in Reading, Pa. and one is scheduled in Youngstown.

With the cut rate squeeze growing, more and more drivers will be asked to take a cut or see the loads go to other carriers (mostly Union) who have been given a cut. The Union could stop it, but they won't use the power they have. The latest to get hit are Hess Cartage owner-operators, who reportedly will be asked to go to 72%.

Hess has also been running a phony 'change of operations' since December without the required committee approval. Drivers with decades of seniority are laid off while newer men work. Local 124 officials agree the change is b.s. but say they can't do anything until the March panel meeting. If some big back pay awards don't come out of this weeks grievance hearings, Ralph Proctor and Bill Klann of 124 will have some angry drivers.



STEELHAULERS: TIME TO FIGHT BACK

CONFERENCE

Saturday March 29

Noon - 6 P.M.

Blaine Hill VFD — Elizabeth, Pa.

Steel Haulers Organizing Committee (SHOC) of TDU

For more information, call:

412-421-1691 or 412-232-3230 or 313-842-2600

GRIEVE IT!

a series by Ken Paff

GROUP PRESSURE KEY TO GRIEVANCES

In the past two columns we discussed the basis of a grievance and how to effectively file them. But the big question is 'how can I get a decent chance of winning?' Let's take a look at it and the two basic approaches.

Most members take the 'Insurance Agent' approach to grievances. Each month you pay your 'insurance premium' (dues) and when you have a 'claim' (grievance) you expect your 'insurance agent' (BA) to take care of it. If he wins he did a good job. And if he loses he was bought off. It probably sounds familiar. But it misses the real problem, which is the grievance procedure itself. It is not a neutral court, but is instead a web of rules that can tie you up forever. It can stall, it can take your grievances far from the shop, and it's designed to deadlock.

If we can't just try to get a good agent and leave it to him or her, what can we do?

The Group Approach

The answer comes back to the real strength in the word **union**. Unity of the rank and file. Grievances should not be seen as individual gripes or problems, to be handled by an agent. They are a **group problem**.

The key to winning grievances is using our numbers and group pressure. The company knows that united and dissatisfied employees are not productive. And your local officers know they have to stand for election every three years. Don't

give up if your BA drags his feet—you're falling into the 'insurance agent' thinking. Your BA will respond to pressure.

Group grievances. Get a lot of people to sign. Make sure they understand it. Keep people informed and united. Keep the heat on. Better yet—a **delegation to the union hall**. Your BA has no time for you? Show up with 5 or 10 brothers and sisters. He'll find the time. **Petitions** can be used to back important grievances. Get backing in other shops, or departments, or other barns.

Example: Teamsters at B&E Sales couldn't get representation. So one day last month 50 of them showed up at the Local 337 hall. They got more action on grievances that day than in the past three years.

Keep the heat on management. It can be small things, like shop-talk. It's the beginning of unity. Delegations to see the general foreman or terminal manager. Being witnesses for each other at hearings. Unity can lead to all kinds of creative action. We all know management has loads of rules that we have to break to work effectively. With a united shop, you can 'work to the rules' when needed to put the heat on. Such as checking the address (and zip codes) on each and every peice of freight.

Management knows our power. They don't want us united. It is a proven fact that a huge amount of 'management training' is schooling

in how to divide us, how to isolate rank and file leaders, how to put pressure on weak union members. It's out of this kind of thinking that the various productivity schemes come from. Management knows what power we have we are united. It's time we started using it.

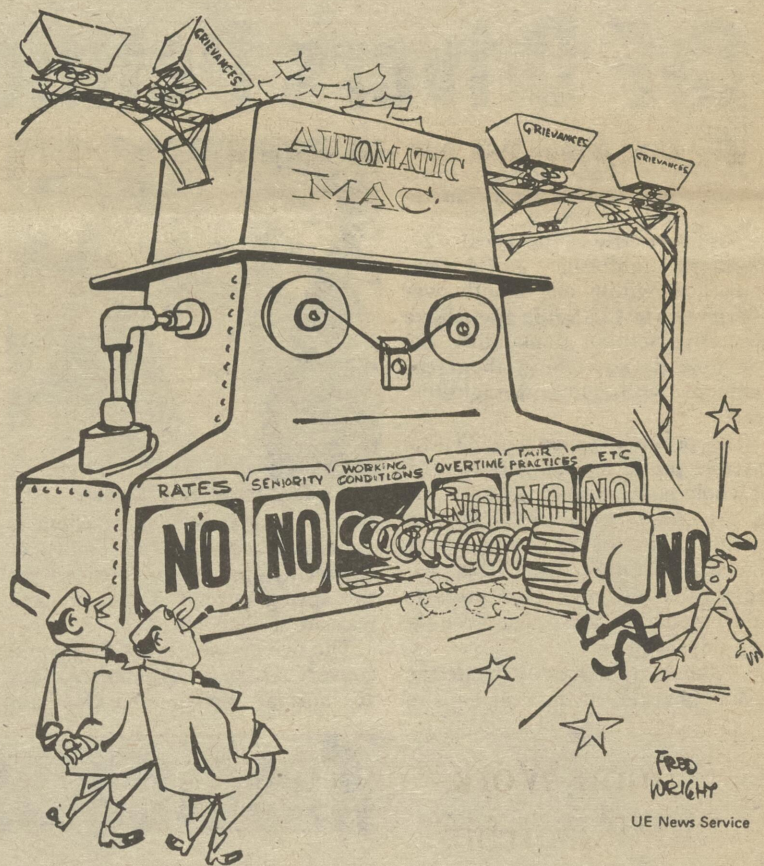
Example: last year, Preston Trucking put shaker-clocks on their city tractors at their major terminals (Chicago, Cleveland, etc.) to increase productivity. If a grievance had been filed and forgotten (the insurance agent approach) the clocks would have stayed. But instead people stuck together. There were grievances, demands on BAs, protests, productivity actually **dropped**, and some clocks even malfunctioned. The result? No more clocks at Preston. An important grievance was won, and it was never even heard at the panel.

What is a Good Steward

A good steward knows the contract. But just as important, a good steward knows how to build **unity**. The power of stewards is very limited by anti-labor laws and by weak contracts. But stewards always have one power—to investigate grievances. Investigation time should be organizing time. Time to build unity, to unite various groups or cliques, or drivers and warehouse workers

When you have a weak or ineffective steward, you need to change that. Either by education or by getting a new one. More locals have elected stewards now thanks to TDU action. Or you can set up an informal committee to help with grievances.

Shine a light on it. Your BA may tell you that a grievance is a private matter. **Forget that.** I xeroxed and posted every grievance I filed. Publicity helps. Key grievances—precedent setting ones—should be publicized in local TDU newsletters or in other bulletins. Build awareness all over your local. You can also send copies to government agencies—DOT, OSHA, EEOC, or a local health department. Don't



"See how well our automatic grievance machinery works!"

count on these agencies, but don't be afraid to inform them.

National and Regional Link Up. For the national or regional grievance panels (freight, UPS, carhaul, etc.) unity can be built beyond your local. TDU is the vehicle for doing it. On matters like mergers, flexible workweek, etc. it takes people from different locals working together. Especially in locals where the officers will be on the grievance panel. Some 30 locals passed motions against productivity quotas, under Article 20 in the freight agreement. It makes a difference.

The Bottom Line

Do these things guarantee you will win? Of course not. But they give you a better shot at it.

And with the group approach, you gain even when you lose. Because if the members understand that winning grievances is a struggle, then when we lose one, we know they have to struggle harder, and build stronger unity. And when we win one, we feel our united power. We start thinking about getting a better contract next time. One with better conditions, job protection, income protection for our families.

And isn't that what the union is supposed to be all about?

Note: Your responses or questions to these ideas are welcome. Already one guest column has been submitted and will be printed as part of this series. Feel free to let us hear from you.

No Overtime During Layoffs, Teamsters Say

Drivers and dockmen at one barn—the Earl C. Smith Co. in Detroit—voted on March 1 to attempt to limit overtime to help bring laid off brothers back to work.

At a barn meeting the members present unanimously passed this resolution: "We Teamster members at E.C. Smith Co. believe it is a principle of our union that no member will voluntarily work overtime as long as members are laid off. Therefore, be it resolved that we will not voluntarily work over 8 hours a day, and we will encourage our fellow members not present here to do the same. Be it further resolved we will use all the power at our disposal to make this company policy and contractually binding."

The members also agreed on four steps to attempt to implement this policy—1. Encourage people to request of their supervisors to be off in 8 hours at the beginning of their shift. 2. Circulate a petition concerning the resolution on overtime. 3. Have the stewards post the hours worked for the people they represent. 4. Organize our fellow members to pass similar resolutions at union meetings.

In a period with such high layoffs as now, this kind of action is a welcome idea. Let's hope that many other barns and locals spread

it. And let's demand contractual guarantees of job-security in our next contract round—voluntary overtime, SUB pay, H&W paid

while laid off would be good beginnings.

Dockworkers in Toledo

Dockworkers at Toledo CF are being forced to work over the 10 hour contract limit because the company calls each evening shift a "cleanup" shift! Local 20 officials have declined to take action. In one day 45 overtime hours were worked. 12 people are working. 4 are still on layoff.

The resolution wasn't just talk. It has changed life around E.C. Smith. Soon after it passed one employee who hadn't refused overtime in 27 years gave the dispatcher back his card after 8½ hours. Management's jaw dropped.



Overtime Resolutions Spread

CONVOY DISPATCH has learned that a similar resolution to the one passed at E.C. Smith was passed at Smiths Transfer in Detroit. We want to hear more about companies where Teamster brothers and sisters are standing together against overtime during layoffs. Contact us if you know of more.



Earl C. Smith Teamsters say 'no' to overtime during layoffs.

Indianapolis in Turmoil

Production Cards Spread

On February 21, Indianapolis terminal manager Jim Heilinger called a meeting of the P&D drivers. It was no 5 minute mini-meeting. It lasted an hour and forty five minutes. The message: He was going to do anything in his power to fire the bottom 10% of the men not having good performance records.

Line haul supervisors have been riding full 8 hour shifts with line haul and city switchers, supervisors

have been on the roof of the terminal watching switchers and P&D drivers through binoculars, and every time you turn around Roadway is handing out warning letters, building a case to fire you. On February 17 Gary Wolfe's 'scare' firing—later reduced to a one day suspension—was just one more part of the pattern.

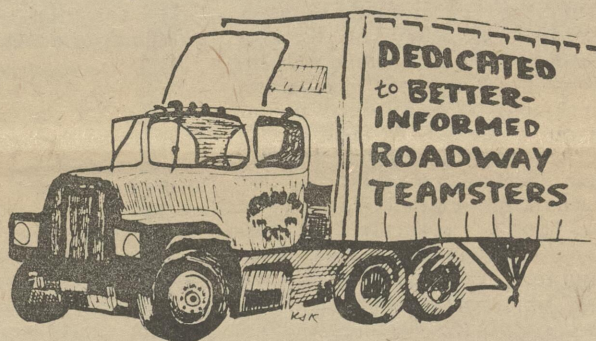
But the biggest problem is the way in which management is forcing people to sign the production cards. The Indianapolis cards do not yet contain the statement that 'Any false statement on this card will be taken as an act of dishonesty' and therefore grounds for discharge, as is the case in other Conferences. But the space for your signature is large enough to fit this statement and the men suspect that this addition is soon to be printed in. In the meantime the men are printing their name, signing 'under protest'.

While no one has been fired yet for being a 'poor producer' there have been 'counseling sessions'. While you can get your steward in with you at these sessions—which are reportedly entered in your record—it takes a fight. Assistant Terminal Manager Hank Strong is reported to have told a dockworker: 'On production sessions like this you don't need union stewards'.

What You Can Do

If management has introduced the production cards in your terminal after the signing of the NMFA last April, then you have grounds to file a grievance under Article 6, Section 1, "Maintenance of Stand-

ards" clause which states "The employer agrees that all conditions of employment in his individual operation relating to wages, hours of work, overtime differentials, and general working conditions, shall be maintained at not less than the highest standards in effect at the signing of this agreement..." Also, the language in Article 20 may be helpful: "The Employer may establish reasonable work standards which shall take into account all factors relating to the work assignment, run, terminal, and territorial operational conditions, subject to agreement and approval of the local union, and to be filed for approval with the Conference Joint Area Committee (emphasis added). If your terminal manager has not received local union approval, and/or has not filed for approval with the JAC, then this language should apply to signing of production cards.



Victory in Helms Productivity Firing

By Cindy Klink
Local 30

TDUer Joe Berg won his job back on Feb. 25 when an arbitrator ruled his firing for 'low productivity' unjustified. He further ruled the productivity system used by Helms Express at its Irwin, Pa. breakbulk to be unfair.

Joe Berg had been suspended for a total of 94 days prior to his firing. Some 88 suspensions have been handed out to 23 employees. Of the 78 Helms grievances to reach the Eastern Conference JAC (grievance panel), 71 were lost.

During the period of May 1977 to December 1979, the Eastern Conference JAC upheld 578½ days of suspensions out of 589.

In other words, the Eastern Conference, backed up by the International, has given Helms the green light to put this dirty system into effect. This system fires long time employees like Joe Berg, who has 23 years with Helms. Helms claimed Berg averaged 58% to 66% of the terminal average for tonnage moved.

Local 30 argued that there was no agreement by the local union for production standards as stipulated in Article 20 of the NMFA. This is the stand TDU has consistently

taken in the fight to stop the productivity schemes at Helms, Roadway, Jones Motor, McLean, Pilot and St. Johnsbury.

Helms argued that the Eastern Conference JAC has 'interpreted' the contract and given the green light to firings. The arbitrator gave his opinion: "In Jones, as in Helms, the company argued that a prior decision of the ECJAC gave them the unilateral right to impose a productivity measurement system. Jones attempted to overturn the ruling in Federal Court. The court rejected that argument in a January 19 decision."

The Jones case refers to the firing of TDUer John Cannon for alleged 'low productivity' (he made 2.1 stops per hour on his peddle route) by Jones Motor. He was reinstated with full back pay by an arbitrator after much support was built for this case among rank and file freight workers in the area.

Arbitrators have ruled the system unjust. Unemployment referees have ruled the system unjust. It's up to us to force our own union to rule the system unjust. Until we do we will be on the defensive. That's why the fight to stop the system once and for all is so crucial.

Roadway Moves Union Work Out of Detroit

"An equal opportunity employer." That's what the ad says for hiring casuals at Toledo Roadway. When some of the 38 laid off Detroit Teamsters (50% of the Detroit dock is laid off) went down to Toledo to apply for work, they were turned down flat.

Roadway has been diverting work from Detroit to the Toledo terminal (an hours drive away) for some time. It's a straight forward violation of the contract as Roadway management has not applied for any change of operation to move this work.

Grievances on this issue have been filed, but Big R hasn't budged and keeps kicking them upstairs, away from the local level, to the Joint State Michigan Committee. This stalling has led to investigations of an NLRB complaint by Detroit Roadway workers. Watch for details.

L.A. Office Productivity Push at Yellow

Management at Yellow Freight in LA, with the help of a (secret) California Trucking Association advisor, has resorted to new tactics to make a name for themselves. Office personnel are no longer given the courtesy of a "good morning" by their terminal manager (no time for pleasantries). The office manager tells the office employees they are worth 6 freight bills per person. Productivity has increased. They were formerly worth 4 bills per person. Employees were unaware they were

measured in such terms.

Seven office jobs were abolished on Jan. 11 with the threat of more to come if new production standards are not met. Management is doing union work on the sly with regular employees still on layoff. Workers are taken from their bid jobs daily to catch up on work that was supposedly abolished—and then warning letters are issued for failure to keep up with production on their assigned desks.

Over the past two years Yellow's bill count and business has increas-

ed, not decreased. But not one new employee has been added to the seniority roster. Meanwhile, management has rewarded themselves with new offices, carpeting, newly painted parking spaces, while employees are no longer allowed to park inside the gate in the worst rain and mud. Yellow has joined the productivity bandwagon and its excellent customer service record and good name are sure to go down the drain.

—A Yellow Office Worker.

Can Your Contract Protect You From Inflation ?

The Dollars and Sense of COL Clauses

On April 1, 300,000 Teamsters covered by the National Master Freight Agreement (NMFA) will get a cost of living raise. It will be 46c an hour or 1.15c per mile. This raise, combined with the 49c COL raise of six months ago, makes 95c for the year in COL. With inflation running at 15% annual rate, a cost of living clause is a basic necessity to have a chance just to keep up.

But the fact is, many Teamsters have COL clauses that pay much less than the NMFA. And hundreds of thousands of Teamsters have none at all.

Teamsters are not alone in this problem. Workers across North America lost ground badly in 1979 due to inflation. US Department of Labor statistics show that with inflation at 14% for the year, the average wage increase of non-supervisory workers for the year was only 7.7%. That means the average worker lost over 6% in just one year.

That's where a COL clause comes in to help our buying power. But not all COL clauses are equal. While some will pay over a dollar an hour this year, some others will pay a dime or less. It's important for active, informed Teamsters to understand a few basics about cost of living clauses and how they work, what to watch out for... and what to fight for.

The big factors to watch out for in a COL clause are the formula, the cap, and the frequency. Let's examine each one.



"The critics were right—that flick is scarier than 'Godfather II', 'The Exorcist II' and 'Jaws II' put together."

THE FORMULA

The national contracts have a COL clause that pays 1c increase per hour for every .3 increase in the Consumer Price Index (CPI). The CPI is published each month by the Bureau of Labor Statistics of the Labor Department. This Index tells how much goods that cost \$1.00 in 1967 cost now.

For example, the January 1980

DOES COL CAUSE INFLATION?

Last year prices rose 15%. Wages rose 7.7%. Yet big business and some of their "friends" in the federal government want to blame working people and union members for inflation.

They have a new gimmick—cut down the Consumer Price Index so that it will hurt those of us covered by COL clauses! Alfred Kahn, President Carter's "inflation fighter," stated last month that the Index is "misleading," and that the Index is "aggravating inflation." In other words, the Index is shooting upward, and people covered by COL get some partial protection.

Local 337 TDUer David Iho wrote to TDU about his feelings about Mr. Kahn: "I've been trying to relax on vacation, but when I read about this I flew off the handle. Kahn wants to hurt every working person covered by a COL clause. What a cheap shot! If he gets his way, next contract we should go for wages paid in gold or at least Swiss Francs. We didn't cause inflation. We don't have any power over it. Why should we suffer for it?"

CPI was 233.3 This means that what cost \$1.00 in 1967 would now cost about \$2.33.

So when the NMFA formula says that you get a 1c an hour raise for every .3 increase in the Consumer Price Index, it means that every time the Index goes up 1 full point you get a raise of 3.33c an hour. When the Consumer Price Index goes up by 13.9 points (as it did in the last six months), you get a raise of 46c [$13.9 \times 3.33c = 46c$ — check it yourself!] And that is exactly what the COL raise will be on April 1 for those Teamsters covered by the NMFA.

NOT ALL FORMULAS ARE CREATED EQUAL

But not all formulas are alike! While the ".3" formula is rather standard in many of the big Teamster contracts, sometimes inferior ".4" or ".5" clauses are stuck into other contracts in our union. While a ".3" clause yields 3.33c an hour increase for every full point increase in the CPI, the ".4" formula only gives you 2.5c increase per hour... And the ".5" formula would only give you 2c an hour raise. This means that over the past six months, while the ".3" formula provided for a 46c an hour raise, if the NMFA had a ".4" formula you would only have received a 34c raise. And if the formula had been ".5" it would have only paid 27c.

But the ".3" COL formula is not the best around. Some unions, like the auto workers and rubber workers are starting to get a better clause—the ".26" formula. With a .26 formula Teamsters would be getting a raise of 53c an hour on April 1 and more complete coverage against inflation.

And these differences are just for six months. You can see that over

Cost of Living Clauses

What's the Difference

Winning an uncapped COL with a ".3" formula of thousands of dollars to you and your family.

CONTRACT	FORMULA	CAP	FREQUENCY
UAW MAJOR CONTRACTS	.26	none	quarterly
IBT FREIGHT, UPS, CARHAUL	.3	none	semi-annual
IBT SOUTHERN TANKER	.4	none	annual
IBT CERTAINTIED (Local 41)	1.0	none	quarterly
IBT KROGER (Several Locals)	.3	10c cap each six mos	semi-annual

Note that the figures here assume approximately a 15% inflation rate and that no overtime is worked. With overtime, the difference becomes even greater. Also, wage packages vary and may have been negotiated relative to the COL. The chart is for comparison purposes, illustrating the estimated representative COL clauses.

three years, the life of most contracts, the difference in various COL formulas adds up...to thousands of dollars (see chart).

THE CAP

Some COL clauses have a "cap." This means that you will get a 1c raise for each ".3" (or whatever formula you have), but there is a maximum. The maximum (cap) may be 10c an hour, 25c an hour, or whatever the contract specifies. Other tricks in some COL clauses are a "floor" or a "gap." It all amounts to the same thing.

Inflation is running so high that a cap wipes out the whole principle of a COL clause. In 1973 Frank Fitzsimmons accepted an 11c a year cap in the national contracts. The result? From 1973 to 1976 Teamsters under these contracts lost over \$1.00 an hour as wage increases fell far behind inflation.

THE FREQUENCY

The contract specifies how often the COL increase is computed and paid. The usual periods are quarterly (four times a year), semi-annually, or annually. An annual COL will cover only two years on the agreement—you don't get COL

for the third year. Plus you will wait a full year while inflation eats away your income.

The national Teamster contracts provide for semi-annual COL. Some other unions have quarterly COL. Again, the difference adds up to thousands of dollars over three years.

SUMMARY

You need a COL clause with a good formula (".3" or better). You need an unlimited (no cap) COL. And you need a COL clause which is at least semi-annual.

Remember, even this kind of

CAN THE TEAMSTERS MAKE A DIFFERENCE

Can the rank and file make a difference in winning a good COL clause? They can and have in many cases already. A good example is last year's ready-mix concrete contract in Local 247 in Detroit. The 800 members were able to make significant gains, including switching from a ".4" annual COL clause to a ".3" semi-annual clause. This difference alone will be worth about \$3000 to each member over the three years.

Two rank and file negotiators



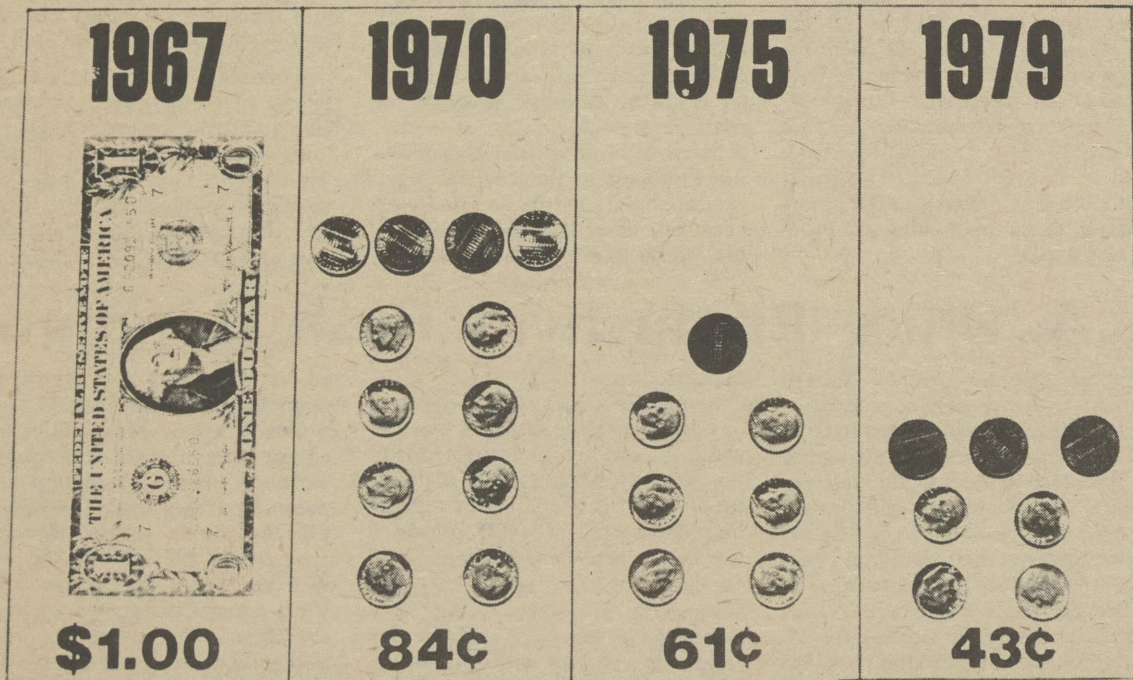
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Your Dollar Isn't Worth What It Used To Be: Today's dollar is only worth 43c in 1967 money. This steady erosion of your buying power is shown in this illustration.

Why Only 46c Now Under NMFA?

Many have asked why the April 1, 1980 increase of 46c/hour is less than the October 1, 1979 increase of 49c. Everyone knows the inflation rate is going up, not down. The answer is a time-lag built into the contract COL clause. Each freight contract cost of living adjustment is based on a period over 9-3 months past. The inflation rate declined slightly in the second half of 1979. The current increasing rate won't be figured into the COL until next October.

If the current inflation rates continue, the next COL raise will be greater. But remember, none of these raises will keep up with inflation. A ".3" formula covers about two-thirds of the loss suffered by inflation for people at the NMFA level. The rest is lost forever, until we improve our COL formula from ".3" to ".2."

Difference?

Formula or better is worth

EST. VALUE
OVER 3 YRS.
(if extended '79-'82)

Quarterly \$8400

semi-annual \$7500

annual \$4500

Quarterly \$2475

semi-annual \$1400

inflation rate (the current rate)
Difference becomes even greater.
ed relative to the COL clause.
estimated value of various

clause will not keep up with inflation. For example, though freight workers got 95c in the past year in COL, they lost \$1.50 an hour to inflation! A ".3" formula covers about two-thirds of the loss suffered by inflation for people at the NMFA level. All Teamsters and all working people deserve a good COL clause to protect our ability to maintain a decent standard of living.

A complete breakdown of the Carhaul Cost of Living situation is included in the *Six Way Split* on page 11.

THE RANK & FILE A DIFFERENCE?

and TDU activists told *Convoy Dispatch* how.

Gary Wade told it like this: "The officials never explain the difference in the different cost of living formulas. As rank and file negotiators we made the COL a big item in the contract negotiations and when we went to the lines we made sure we rapped about the COL. We made comparisons with freight and showed them in flyers we put out what parity with freight would mean and showed the importance of a full COL clause. We made sure we had our people with the flyers explaining the issues when people came down for strike benefits."

John Van Plew added: "Without the way we organized, we would have probably been sold out. It made the difference. We explained the issues and got the members behind us. We could have done even better at getting people informed. Now when they got the first 48c COL raise after six months, they were amazed as they had never seen anything like that before. Some are still apathetic, but with the next COL raise in June, more people will understand why it's so

MINNEAPOLIS TDU FIGHTS FOR COLA

by Al Veldey
Local 1145, Minneapolis

On February 3, 6,000 plus Teamsters of Local 1145 jammed the hall to vote on the final contract offer from Honeywell, Inc. This large turnout was due to the dismal state of the economy and a loss in real wages over the last two years. There was also a great deal of agitation around this year's contract, spearheaded by the Concerned Members of #1145, which included members of TDU.

A set of bottom line demands was developed to unite the various divisions within our local. *The main economic demand was for a COL.* Many saw this as the only way to keep pace with inflation. This was especially critical to the lower labor grade assembly workers which are primarily women and minorities. They are hit hardest by inflation and are the bulk of the membership of Local 1145.

The Local officers limited the demands to "double digit inflation equals double digit wage increase," a "substantial" pension increase, and a long list of secondary demands. No fight for COL.

In 1978 Local 1145 signed a contract up front for 17% over two years, even though 55% voted to reject it. Inflation ate that money up.

The final offer in this recent contract was 13% for the first year and 11% for the second. The membership voted 52% to accept. The leadership of the local considered it a "breakthrough." But 48% of the membership knew it wouldn't keep up with inflation and were prepared to strike for more.

The key factor in getting even this much was the fact that the rank and file Teamsters of #1145 organized among themselves and took the company head on. We only won one of our bottom line demands (pension increase of 50%), but we learned vital and valuable lessons during the struggle. 1982 will be a better year.



Gary Wade



TDU Exposes Central's Lies Moroun Teamsters Organize

"Going to the MCLAC Committee is like going to Disney Land." After all, Moroun's labor boss, Charles Garavaglia's former lawyer, the late Robert Sullivan, was MCLAC's lawyer.

"It's just divide and conquer." after all, Moroun has at least 11 "companies", and is the master of getting one group of Teamsters to fight the other.

These were some of the observations of some of the nearly 100 angry Moroun employees who met in Detroit on February 24 to plan their defense of the freight contract against Moroun's onslaught.

A Sweetheart Uncovered Direct Delivery Approved

At the meeting a rider to the NMFA, signed effective April 1, 1979 through March 31, 1982 was read aloud. It said, in part:

"IT IS AGREED between the International Brotherhood of Teamsters and the Negotiating Committee and the companies (corporations) listed above (Central Cartage, Central Transport—ed.) that they have a right to have their own brokers, freight owners, and operators to do their own local cartage and/or over the road work within their own authority and can designate any carrier as cartage agent that has its own employees without making any claim on any other corporations work."

In other words, road men or brokers can do city work and city drivers or dock Teamsters have no right to protect their jobs.

This sweetheart deal was signed by the officers of 7 Ohio and 8 Michigan locals. It provides for a minimum of 3 days per week employment before health and welfare or pension contributions are paid by Moroun. It is clearly substandard to the NMFA under which there is no such minimum requirement. **Yet Gene Davis and John Burge, Local 299, Neil Dalton, Local 486, Martin Hands, Local 164, Robert Barnette, Local 406, and Andy Suckart for the Ohio Joint Council 41 among others all signed this sweetheart contract.**

Lins Gives Away Seniority

Another example of the collaboration of our union with Moroun in undercutting the contract was the fact that Robert Lins, President of Local 299 took no stand on a crucial grievance concerning dockmen's seniority. The grievance protested the way in which Moroun has set up a new terminal down the road from the "6-Mile" terminal in Detroit. This arrangement has

enabled Moroun to layoff long term seniority men while working new hires. The 6-Mile Central Cartage men had requested a master seniority list for both terminals. Lins and 299 did nothing to protect them.

TDU Exposes Moroun's Tricks

Through the years Moroun has used the divisions between his different "companies" to defeat Teamsters at the grievance committees and undercut the freight contract. Case in point: the **Associated Transport drivers in Columbus**. Moroun went so far as to use the distinction between Central Cartage and Central Transport to boot the Associated drivers out of a job. Central Transport bought Associated's rights. But Central "Cartage" opened the terminals in West Virginia and Ohio. Get it?

But in the case of **Central Cartage Inc. and Highway Drivers Local 710 236 NLRB #163** (June 29,

Defeat at McKinlay

After almost 4 months on the picket lines the McKinlay strikers were sold out. And Charlie Thibault, boss of Ontario Joint Council 52, was the man who did it.

While the Teamsters of Windsor, Local 880, stood ready to continue the strike, Thibault let Moroun isolate them from the other locals. Result: Moroun is now going to run road men direct across the border (Such as from Toronto to Pontiac).

The stage is now set for the eventual elimination of city drivers and dock men's jobs in Detroit and Windsor. TDU has sent a letter to Fitzsimmons protesting this agreement as a substandard sweetheart and calling for action against it.

No sooner was the ink dry on the McKinlay contract than Moroun's advertising people were using it to cut rates and steal freight. At the meeting of Moroun workers in Detroit (see separate story) a letter to shippers from Joseph Golec, Pontiac Terminal Operations Manager, was revealed. In the letter, dated February 20, 1980. Golec said: "An advantage of shipping via Central/McKinlay is that all Ontario points are delivered **direct**. It is this competitive edge which makes Moroun a threat not only to his own workers but to all Teamsters in freight.

1978) the National Labor Relations Board specifically found and Moroun **agreed**, that Central Transport and Central Cartage Inc. were **"a single integrated employer."** So much for Garavaglia's lie of September 19, 1977 that "Central Cartage Co. and Central Transport Inc. are separate corporations...."

Garavaglia Found to be False Witness

Garavaglia was discredited as a witness on at least two occasions in this NLRB case. Garavaglia and his lawyer—who was also MCLAC's lawyer—were both found guilty of intimidating witnesses in the course of the hearing. Garavaglia even told a witness: "I am going to get your ass."

But it didn't work. The Board issued an extreme remedy against Central as a company guilty of union busting: an order to bargain with Local 710 even though the union had not won an NLRB election. The board based its decision on the massive illegal discharges, threats, and attempted buy-offs the company had used to try to break the union.

Action Program to Defend The Freight Contract

To stop this sort of anti-union assault Moroun Teamsters adopted the following plan of action:

A) To prove that All Moroun Companies are one and the same. This will be done by collecting evidence for NLRB charges and grievances soon to be heard which argue that Moroun's US operations are one and the same.

B) Internal Union action against officials who sign sweethearts. Action is being planned in several locals to bring to account those union officers who have signed sweetheart agreements with Moroun and sold out the NMFA and the rank and file.

C) Petition Campaign demanding NMFA for all Moroun employees. A petition was drafted demanding that it be official union policy to place all Moroun companies under the NMFA. Sweethearts could be reopened and a Bargaining Council of Moroun Employees established to win this goal.

All Teamsters Can Help

Moroun Teamsters have issued an appeal to all Teamsters to help. Teamsters can help by circulating the petition and supporting resolutions at union meetings. For copies of the petition, contact TDU today.

Many for UPS Workers

Harrasment Suit Wins

The NLRB has ordered UPS in Owensboro KY, to post a notice which insists that management stop harrasing its employees for their union or related activities. The notice is the result of charges filed by Robert Bowlds, a steward who was fired in August 1978 for his union, PROD, and UPSurge activities. The Joint Area Committee had reinstated Bowlds to his job but denied 9 weeks back pay. THE NLRB ordered that he recieve his back pay as well. UPS has been out to get Bowlds since he organized a \$1.5 million suit against UPS for denying their Kentucky employees the 2 ten minute rest periods required by Kentucky law. His victory at the NLRB sets back UPS's attempt to stop Bowlds organizing activities and is a useful precedent for all UPSers.

Petition Drive Hits Start Time

UPSers in Mt. Pleasant and Saginaw, Michigan are circulating a petition against the company moving start times back to 8:45 at the Saginaw Center. Drivers are looking to reopen the contract to renegotiate for the protection they need to stop the company from arbitrarily playing with start times. And can you believe Secretary Treasurer Neil Dalton signed the petition?

Bye Bye Full Time

In Chicago Local 705 BA Frank Snow reportedly told people in the Jefferson Hub, that they plan to go to 100% part time dock employees within two years! Also he said that UPS is studying the feasibility of going to part time package car drivers and city semi-drivers, like they tried during the Christmas rush. All this has Chicago TDU and PRODers asking "UPS yesterday, Roadway today, What or who tomorrow?"

Driver Suspended On Productivity

Pat McGraph, 39 years old, and a driver for UPS in Pittsburgh for 8 years, has been suspended for insufficient productivity. McGraph had received a letter for alledged low productivity (with no previous warning letters) back in November. The letter stated that his walking pace was not fast enough and that he had no sense of urgency about his job.

After the letter, supervisors rode with him almost every day. Finally one commented: "Why don't you just take the truck back to the terminal and quit. You can't do your job." He was suspended the next day. UPS wants him to deliver 16.8 stops per hour, instead of his 15, and to give him strict instructions on how many feet per second to walk. All this despite no productivity clause in the contract.

Pat has filed a grievance against UPS, which is now deadlocked.

UPS Contracts Out

UPS Contract books are out in most areas. You have a right to get the national agreement, and regional and local supplements that cover you. The local must give you one if you request it. TDU needs to get copies for many local supplements. Please send one copy to us.



NH TDU-UPSer Jim Plante

Incentive Plan Stopped in N.H.

TDUers in New Hampshire have stopped an attempt by UPS to start the incentive plan in the Lebanon Center. Souces within UPS told a TDU member that UPS planned to bring in industrial engineers or "I.E. Men" to rearrange all the routes and set up an incentive plan. TDUers immediately contacted UPS people in other parts of the country to find out more about it.

They found out, that although voluntary, similar plans have had the effect of increasing all around productivity and hurting all drivers. When TDUers contacted Secretary Treasurer Tony Chloros and BA Leo Kelly, they contacted UPS who would neither confirm nor deny the incentive plan attempt. But supervisors had already told drivers in other parts of the New Hampshire, that the plan was being implemented in Lebanon.

Well one thing is for sure, now that their plan has been uncovered UPS won't be trying the incentive plan in New Hampshire. UPS workers elsewhere should keep their eyes and ears open for similar attempts in their hubs and centers.

'Permanent Part Timers' What Can Be Done?

Despite explicit contract language, UPS has routinely made it difficult for part timers to go into full time work. The new National Master Agreement states (Article 22, Section 4) 'Part time employees shall be given the opportunity to fill full time jobs, before hiring from the outside on a 2-1 basis (2 part timers for every one outside hire.)

UPS management, however, tries to ignore this provision. Here are some examples:

1. Bid lists are not posted for full time openings.
2. Christmas hires who have been teminated and have no seniority (and who are therefore 'outside hires') are called back to work before part timers who have already expressed intentions in writing to go into full time driving.
3. New people off the street are hired for full time driving, clerk, or car wash positions with no bid lists posted for inside people.

Grievances have been filed and won on these violations. It is important that part-timers, wanting to go full time, be able to do so as stated in the contract. Part-timers and full-timers have to keep in touch so that violations do not go unnoticed. Stewards especially should keep tabs on who is being hired and if bid-lists have been posted. UPSers who have filed grievances say that it is best to try

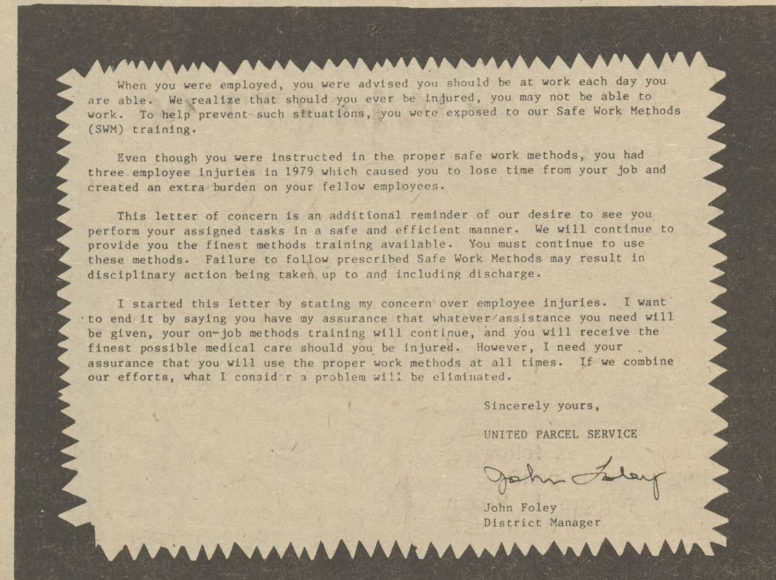
The Carrot and the Stick With a [glazed] Twist UPS Says Let Them Eat Do-nuts

by John Braxton
Local 623

For as long as anyone can remember, people in power have used the carrot and the stick to buy and bully the people they want to control. Philadelphia UPS carries this grand tradition only they have changed the name to the "The Doughnut and the Letter."

As part of the big campaign to improve the productivity of the preloard, UPS awarded the Philadelphia Center with coffee and doughnuts for the best preloard in the district for January. Knowing that the "doughnut" is only half the process, UPS got out the stick and handed out warning letters on productivity. Now they couldn't call it that, because there is no productivity clause in the contract. They just give out letters for being in the bathroom too long or not following the company work methods. We are supposed to take the hint and work faster.

But that's not all folks. Now they write to everyone in the district with two or more job injuries or accident reports saying that anyone



who gets hurt that much must not be following the Safe Work methods training. It doesn't matter how carefully they work, or that it might not be safe for a driver to be writing down the address of the next stop while walking back to the truck (which they require).

Instead of getting scared and not filing accident reports, however, Local 623 people are building up a long list of unsafe working conditions to put on a grievance. And we are eating all the doughnuts they are giving us.

Does the Package Car Protect Its Most Valuable Cargo?

The Package Car is UPS's ultimate expression of disregard for its drivers. The package car is a design item intended for economy over safety. Some of the things wrong with it are:

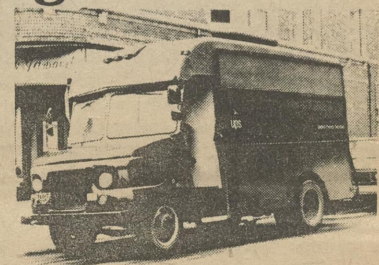
- a. The second step is a battery box cover that often comes up as drivers enter the vehicle causing one to stumble and/or fall.
- b. The cab and cargo area are full of sharp edges on which the driver can and does regularly cut himself during the performance of routine tasks.

- c. The overhead portion of the forward cargo door is often so low that all but the shortest driver will bump his head on entrance or exit unless he never forgets to duck.
- d. Absolutely no cab noise control.

- e. The mud brown color was chosen because dirt didn't show as much. The fact that it is recognized as more likely to be involved in accidents was not considered by UPS. The dark color also contributes to the 120 degree plus temperature that routinely builds in the cargo area during a summer day since the company didn't want to spend money on venting.

- f. Many drivers seats are either not in line with the steering column or sit at an angle to it. This can contribute to back problems.

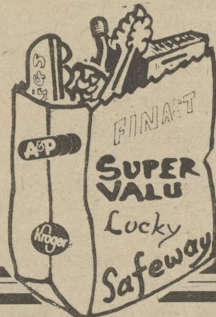
- g. With doors closed most package cars present major visibility problems for the driver, at approximately a 45 degree angle from the driver there is a major blind spot in each



direction which can and does hide entire vehicles approaching at intersections.

I read that UPS Vice President Brown (that's right, his name is the same as the Company's sweet color) is posturing in Washington D.C. at the NHTSA hearings, telling the public and government how safe UPS operations are. This is clearly a bad joke. Maybe Mr. Brown should spend more time in a package car and less time doing PR—he might learn something.

by a Wisconsin Driver



the grocery bag

NLRB Charges to Hit EverFresh

NLRB charges for failure to negotiate are being brought against EverFresh by LA Locals 63, 495, and 595. Members there are pressing to get a separate contract and get out from under the "Conventional Dairy Contract."

The Conventional Dairy Contract covers supposedly "independent" dairies, although EverFresh itself is owned by another company, DairyFresh. A "Captive Dairy Contract" covers those dairies that are owned by larger chains, like Safeway.

As reported in the last issue of CONVOY DISPATCH members at EverFresh from Locals 63, 495, and 595 got in touch with the LA TDU chapter and since then have been organizing on a number of issues, such as contract enforcement and rank and file negotiating teams. They have made it clear that they want out of the Conventional Dairy Contract. EverFresh wants to keep things just as they are, and the NLRB charges have been the result. EverFresh is refusing to negotiate and trying to stay covered

by this generally inferior contract. Locals 63 and 495 have told some of their members that if EverFresh is successfully separated from the Conventional Dairy Contract that they can then have rank and file negotiators for the new contract. Organizing a united voice at EverFresh has already had its impact on what the local officials are saying. Putting some action behind these words will take some doing. And TDU is working to make sure that it gets done.

St. Louis TDU Wins

TDU Helps Local 688 Teamster Win \$72,000

by Al Russom
Local 688, St. Louis

A St. Louis District Court recently found an employee of Sears Roebuck, Morris Rhinehart of local 688, the victim of intentional malicious conduct by the company. Sears had fired Rhinehart by alleging that he falsified company documents in the course of his duties. In fact, he was following long standing company policy.

TDU activist William T. Roach was then Chief steward of the unit at the time. Roach had heard the company was in the process of discharging the man and called in for confirmation. Sears denied it even while they were at that very moment firing Rhinehart. They had called in another steward from the road in violation of the contract which calls for the chief steward (Roach) to be present in such cases.

Interestingly, Roach had circulated an affidavit and collected over 30 employees signatures, all stating that they had been instructed to do the same thing for which



Hugh Thompson, Local 600

Rhinehart was discharged. When Roach submitted the document in pre-arbitration discussions with his Business Agent, the BA responded that "It isn't worth the paper it's written on."

Apparently the jury thought otherwise, and after Roach and TDU activist Al Russom led off the list of witnesses, the court returned a verdict of guilty against Sears. Rhinehart won a record award—\$72,000.

Local 600 Pres. 'Not Trustworthy'

St. Louis TDU activists and other rank and file members of Local 600 scored a big victory at the NLRB. The NLRB ruled in their favor in a case involving attempted harassment by the President of Local 600.

The NLRB judge found that in last October's election to raise the dues of the local from \$21 to \$26, Local 600 President Ted Welch resorted to threatening people who opposed the increase.

"This will put an end to depriving members of their constitutional rights," said Hugh Thompson, Wilson driver and TDU activist who filed the NLRB charges.

The NLRB credited the testimony of TDU members Lee Roth and John Minor and discredited the testimony of President Welch. Judge Etkin found that Welch "Did not impress me as a trustworthy or reliable witness."

The dues increase was passed by the narrow vote of 1282 to 1226 after opposition by TDuers and others. "This will not be the end of the matter," Thompson, told CONVOY DISPATCH, "This is just more protection for what we are trying to do in winning democracy and a stronger union."

Leeway Motor Freight

Discrimination Suit Wins \$2.7 Million

Leeway Motor Freight, a subsidiary of PepsiCo based in Oklahoma City, was forced to pay \$2.7 million to 82 Black job applicants who were denied jobs because of discrimination. The suit filed by the Justice Dept. and the Equal Employment Opportunity Commission, was filed against the company in June of 1972. At the time Leeway had only 8 Blacks out

of 820 road drivers, or less than 1%. Now the company has agreed to hire more Hispanics and Blacks in the future to make up for past discrimination.

But the dirty side of the story is that the Teamsters and the Machinists were also involved in discriminating against Black job applicants. Even worse, while the company and the Machinists have

agreed to the court decree, only the Teamsters are still fighting against the settlement. They have refused to sign the decree even though it is the company, and not the union, which must pay the applicants the money.

The IBT is doing the company's dirty work even after the company has admitted that it was guilty of discrimination. In doing so, the IBT is sowing the seeds of division among Leeway employees for years to come, divisions that will only weaken all Teamsters in their future battles with Leeway management.

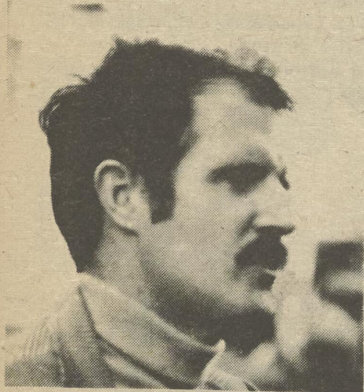
Viking Update—California Drive Takes Off

On February 5th, several West Coast Local unions met with officials of Joint Councils 7, 38, and 42 of the Western Conference of Teamsters. It was decided at that meeting that the Teamsters Union would engage in a full fledged organizing drive to organize Viking Freight Lines.

Many rank and file Teamsters from several locals have been encouraging this. The Teamster officials and rank and file members have been investigating for several months the possibility of organizing Viking. They have been talking to Viking employees, getting their thoughts and their feelings. This has paid off with many employees at Viking showing a desire to go Teamster. At the Feb. 5th meeting there was a permanent committee of officers from JC's 7, 38, and 42. Enough finances are said to be available to finance this organizing drive.

TDU strongly supports this drive and urges all rank and file Teamsters to get involved. Remember: the rank and file is the best organizer for our union.

TDU Challenge In 299

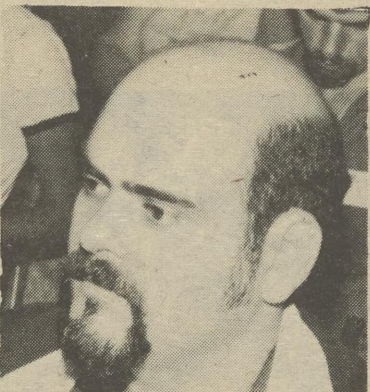


Jim Carothers

The Detroit Chapter of TDU has announced that two proven leaders will run for office in the Local 299 election. The May election is being held as a result of a court settlement between the Department of Labor and the current Local 299 administration of Bob Lins to avoid a trial on charges that employer donations aided in Lins' narrow victory in the election in December of 1977.

Running under the TDU banner will be long time TDU Leader Pete Camarata and Jim Carothers of Commercial Carriers Inc., who has led the TDU Carhauled Coordinating Committee and was recently elected drivers steward at his terminal—the largest carhaul barn in the Local.

The election committee of the



Pete Camarata

Detroit Chapter reached an agreement with the "Concerned Members of 299", headed by Pete Karagozian, that the groups would not oppose each other for spots on the executive board.

Both Pete and Jim are committed to setting a new standard for Local Union officials, just as they have set a high standard as rank and file members. Camarata, elected dock steward at his barn, was the lone delegate to oppose the reelection of Frank Fitzsimmons at the International Convention in 1976 and proposed numerous amendments to the International Constitution which would have expanded the members rights. Carothers has worked tirelessly in the last two years to build the fight of Carhauled for a decent contract.

Your Dues Pay For This

Dickie Fitz Sentenced

Dickie Fitz, son of IBT General President Fitzsimmons, was fined \$10,000 and sentenced to 30 months in prison for taking bribes from trucking company officials.... Meanwhile, the U.S. Attorney's office in Detroit is probing a 1975 loan from the Central States Pension Fund to alleged Detroit mob leader Jack Tocco for \$670,000.... Local 806 official George Snyder has embezzled more than \$1 million in welfare and pension funds according to Federal authorities in Brooklyn.... Local 701 Pension Fund attorneys David and Joseph Friedland were indicted again, this time for their failure to report to the IRS the \$360,000 in illicit kickbacks they allegedly received in return for arranging loans from the pension fund.... Mary Faulds, administrator of the health & welfare and pension funds of Local 436 was indicted by a Federal grand jury for 'embezzling' \$106,734 from 1975 to June 1979.

he added. But the Teamster rank and file deserve to know why our union is turning over a million dollars to a lawyer for no discernable work. So far, no answers from 710.

RANK AND FILE SUIT HITS CASINO PENSION DEAL

A suit was filed in federal court in February charging that the Aladdin Hotel and Casino in Las Vegas got a 'sweetheart' loan from the Central States Pension Fund.

The Aladdin got over \$39 million from the Fund between 1972 and 1976 in loans at a bargain rate unavailable from any other lending source. The suit alleges the loans were obtained in this sweetheart fashion through 'persons having influence over the Trustees' of the Fund.

Under the Racketeer Influence and Corrupt Organizations Act (RICO), triple damages are called for. The suit also aims to re-write the loan agreement and restore moneys to the Fund.

The case is being handled by Lawrence Walner, who was co-counsel on the recently settled Central States Health and Welfare case filed by two TDuers and which restored some \$2.9 million to the Fund.

"We believe that many loans were given at sweetheart rates, thus depriving our Fund of millions of dollars. We hope for success in this suit, and the possibility is there for others of this type," TDU Organizer Ken Paff stated. "Our goal is to take control of our funds out of the hands of the mob with rank and file elected union trustees. That's the real solution."

CHICAGO ATTORNEY GETS A MILLION

Although he produced almost no work and hardly any accounting to justify his fee, attorney Thomas T. Burke will receive \$950,116 in fees from the Local 710 Pension Fund. Burke was the attorney for local 710 in its inflated sale of the Sherman House to the City of Chicago (See CONVOY DISPATCH #2).

"If they agree, I'm not going to inquire as to why," said Circuit Judge Thomas Janczy in awarding Burke the money. The "they" he was referring to was Local 710's Pension Fund trustees. "The city has to pay them the \$13.2 million anyway, so the Teamsters can do what they want with the money,"



Dickie Fitz (left) takes the long walk



Spreading the word on the road— ATL driver Pete Rollins at work. Rollins' efforts have led to a number of other road drivers joining TDU. You can join the growing list of **Convoy Dispatch** distributors.

Spread the Word!

How did you get this paper you are reading? Chances are, you got it because someone else distributed it. Most of the 70,000 (and growing) copies printed this month were shipped in small bundles to hundreds of Teamsters who distribute them in their areas.

These folks are the real backbone of the Teamster reform movement. People who care enough about our union to help spread the word and build the movement.

Many of our new members and new chapters start from someone getting a **CONVOY DISPATCH**. But they **only** get it if someone else orders a bundle and passes them out. Here's how....

If you fill in the coupon below, we will send you a bundle of papers every month, the number you designate. We include a small bill (see prices below) to cover a little of the large printing bill and shipping charges we pay. If you want to change or cancel your order, just drop us a line at any time.

People use all kinds of ideas to distribute...in the coffee room at work giving them to friends and co-workers, on the road, at union meetings, or dropping a few off at coffee shops at other barns and shops. It's not hard, and it helps spread the message and the TDU.

I'll help spread the word. Send me the following number of copies (price per issue listed):

.....10 (\$2)50 (\$5) (\$3 for each additional 100)

.....20 (\$3)100 (\$7)

Name..... Local #.....

Address.....

City..... State..... Zip.....

(Return to: TDU, P.O. Box 10128, Detroit MI 48210)

TDU ORGANIZING HEADS SOUTH

TDU Organizer Ken Paff and **CONVOY DISPATCH** Coordinator Rob Fram travelled to five areas in the South in February for meetings to build chapters and organizing committees. Meetings were held in Kingsport TN, Winston Salem NC, Atlanta GA, Birmingham AL, and Rocky Mount NC.

Aside from Kingsport, which was an informal meeting with TDU activists, the meetings were public and well attended, averaging 40-50 people each. People joined at each meeting.

Paff reported "We were surprised at the interest showed in area

after area. At two meetings the room couldn't hold the people who showed up. We still found some fear though. For example, brewery workers wanted to attend but were afraid. Then after the meeting they started joining and now they are ready to get involved. We're overcoming it."

New Ohio Organizing

TDU Organizing in the past month has not been confined to the South. For example in Xenia and Toledo Ohio new meetings were held in early March. Chapters are being formed in both areas.

ATL Road Drivers Protest

By Pete Rollins
Local 299

A grievance has been filed by 34 road drivers of Associated Truck Lines. The grievance, which affects all road men working for ATL in the Central Conference, charges discrimination by ATL in how it handles layover pay. Road drivers doing the same work from different terminals are being treated differently.

Drivers from the Eastern Conference (formerly with Knox or Centralia companies) get layover pay automatically if they are called after 12 hours. They get a reasonable 2 hour call period. But other ATL drivers must wait until 13:45 hours before they are eligible for layover pay.

This means that between their 12th hour and 13:45 Central Conference ATL drivers must wait for a call, on free time, and during time on which an Eastern Conference driver would already have qualified for layover. This gives the company an hour and 45 minutes to come up with a load or dispatch and knock us out of a layover that I feel is rightfully ours.

We have the same problem at Coldwater, Chicago, Detroit, Kokomo, Jackson. I feel this sweetheart deal is unjust. All road drivers deserve a reasonable call period, not holding a man right up till the 14th hour. It's time that all road drivers started fighting to get what some already enjoy. Our grievance is just one shot in the fight.

This kind of grievance should be filed all over the U.S. and Canada. People interested in filing this kind of grievance should get in touch with me, Pete Rollins, c/o the TDU office.

B.C. Yukon
Thurs. April 3rd.
Coach House Motor Hotel
North Vancouver

Allentown Area
Trexlerstown Vol. Fire Co.
Rt. 222 Trexlerstown
Sunday, March 23rd

Detroit Metro
P.L.A.V. Hall
Saturday, April 20, 2PM

Lansing Area Chapter
Sunday, March 30, 2PM
Eagle Hall
4700 N. Grand River

Parkersburg Area
Saturday, March 29
Saturday, March 29, 10AM
Uptowner Inn—7th and Green
[on old business Rt. 80]

Pittsburgh Training Conference
Saturday, March 15
St. Mary's Center
205 Market St., Pittsburgh
\$5—day; \$2—evening
12:30-6:00, Dinner break till 8:00.
8:00-Harlan County, USA

SHOC
Blaine Hill VFD
Elizabeth, Pa.
Saturday, March 29 12PM-6PM

SoCal TDU Training Conference
April 27, 12 noon
Cerritos Park
International Organizer Ken Paff
So. Cal. TDU
Steering Committee Elections
Sunday April 13, 12 noon
Cerritos Park East, 13234 E. 166th

Spokane TDU
Saturday, March 22, 9:30 AM
Fireman's Credit Union



Constitution

Adopted by the
Las Vegas, Nevada Convention
June 14-17, 1979

CHANGE IT!

by
Doug Allan

Your Right To Local Union Meetings

This column has dealt with a number of Articles in the IBT Constitution that need change. In the coming months we will also deal with some of the beneficial parts that the rank and file can make use of, and work to improve.

Does Your Local Have Regular Membership Meetings

Of the many structures in the Teamsters Union (the Joint Councils, Conferences, etc.) one of the most important is the **general membership meeting** of the local union. Here we can get involved and have some input. It is one of the most important aspects of being a union member.

I have heard members say their local does not have membership meetings. Shame on them if they let this situation go on! It is up to you and I to make our officials hold membership meetings regularly. Article XIV, Sec. 2(a)(1) says (in part): "General membership meetings shall be held monthly..." Therefore we find that Local officers should be compelled to hold regular meetings.

The TDU International Steering Committee decided in February to give support to rank and file members who are deprived of this right to hold union meetings. So let us hear from you. You will get help in winning your rights.

Do We Want Meetings?

Of course we do. But we don't want meetings where only the officers and their friends are the

only people there. We must build rank and file participation.

If you work at a large barn or shop you should attempt to get a regular delegation of your co-workers to the meetings.

Even more important is the planning ahead with others to accomplish something at the meeting. You have to know how to bring things up, and your rights at the meeting, and you need a few backers present. When things start to happen at meetings, more people start attending. It is a fact that where TDU chapters get active, membership participation goes up. TDU has informational literature on union meetings and how to be effective at them.

Do You Have A Right To Speak?

Article XIV Sec. 2(a)(1) says in part "Members in attendance at membership meetings shall have the right to express their views, arguments, or opinions upon any business properly before the meeting." The bylaws of most locals also have "rules of procedure" which allow for such things as a motion to overrule the chair by majority vote. And the Landrum Griffin Act makes it illegal for any union officer to intimidate an outspoken member or deprive them of their free speech rights.

But the key is still getting some support. Your rights will mean little if no one is listening. Alone we are helpless. But together we can move mountains.

TDU MEETINGS

Toronto TDU—Teamsters for Teamsters
Sunday, March 16, 1 PM
Sherway Inn

WNY—TDU
Sun., April 13, 1:30 PM
445 Columbia Ave., Depew N.Y.
St. Louis
4645 N. Lindberg [just north of I-70 near the airport]
1 PM Sunday, March 30

Getting a tax refund?

Make it a tax deduction for next year and help the rank and file movement...

Join the "100-100 Team"

The fight for democracy costs money. We are asking you to join the "100-100 Team." This is 100 Teamsters donating \$100.00 apiece to raise \$10,000. Your contribution will be tax deductible.

To join the "100-100 TEAM" do the following right away:

- fill out the form below
- make out a check or money order to *Teamster Rank and File Educational and Legal Defense Foundation*
- mail to: TRF, Box 10303, Detroit, Mich. 48210

Name..... Company.....

Address..... Local.....

City..... State..... Zip.....

Amount contributed..... Date..... Chapter.....

My name can be used on a list of donors: ☐ yes ☐ no
I wish to remain anonymous: ☐ yes ☐ no

Fleet Carriers Angles for Cuts

It was bound to happen with the companies taking advantage of the recession to go for every giveaway they can dream up. **Fleet Carriers in Pontiac is asking for across the board cuts** from their owner operators, drivers, and hourly personnel. Despite the fact that this is absolutely forbidden under Article 6, Section 2, Local 614 officials have done nothing to stop Fleet's campaign.

In December, the company asked their owner operators to agree to freeze the fuel surcharge. This is set by law and all goes to the O/O. The ballot was conducted by Local 614 for the company. The freeze was overwhelmingly rejected by the drivers and was completely illegal anyway.

Now Fleet is taking a new tack. They have proposed to the drivers a cut in their percentage of revenue from 65% to 60% on all short trips (under 500 miles—60% of the business). On longer trips they have proposed that drivers take 73%, **but on only 90% of the revenue.** The company says they may lose this long business, but a delegation of drivers to GM's traffic department get no such report.

(There is widespread suspicion that Fleet is trying to hoodwink the drivers into a cut before the company picks up additional long haul business). Their new "bingo cards" have stamps for additional states like Texas and Utah. The drivers had also noted that in Fleet's eagerness to cut, there is never any mention of the inflated "ancillary" charge, which Fleet charges GM for handling every heavy duty truck hauled. This is not included in the revenue and goes 100% to the company.

Fleet is including their **company drivers, suggesting they take a \$.015 per mile cut in pay** and are asking hourly personnel to take a cut too.

But you can't accuse the company of sweet-talking their employees on this one. At the same time they're asking for these favors they have brought in a new man, Bruce Hodshire, who is giving out ridiculous reprimands to everyone, including some of the company's biggest revenue producers. Hodshire reportedly has no ability

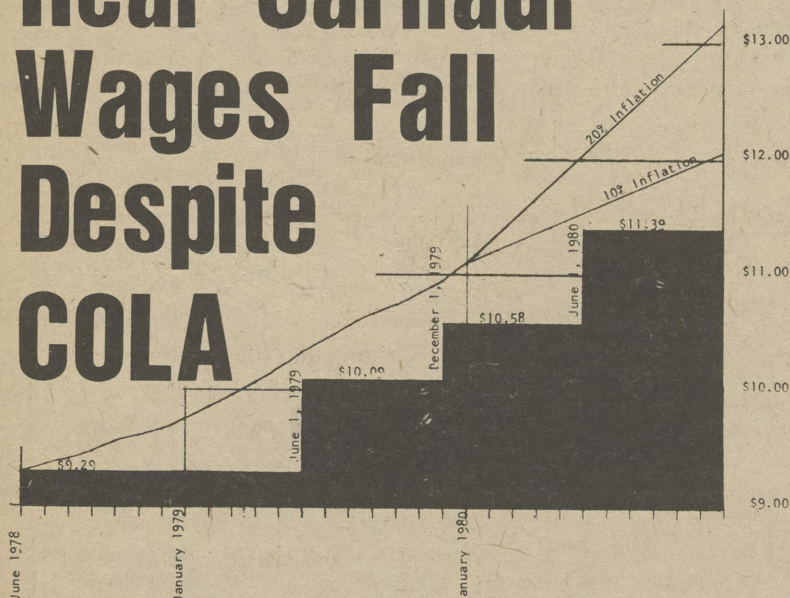


and only a vicious tongue to recommend him for his management position.

Fleet's latest request will certainly be rejected, but the harassment won't end until Local 614 remembers that its job is to represent the members who pay their fat salaries.

Local 614 has been in chaos since several members of the ruling Bane Family were removed from office to jail. The remaining officers are maneuvering for power, making promises to various cliques and individuals. At the same time they have imported for Business Agents disgraced has-beens like Ed Gorham, who was ousted last year as head of Flint Local 332.

Real Carhaul Wages Fall Despite COLA



The June 1, 1980 carhaul wage increases have been announced:

	hourly	loaded mile
Regular	35c	2.3c
COLA	46c	1.5c
Total	81c	3.8c

The hourly rate for Central-Southern will be \$11.39 on June 1.

Unfortunately, this money buys less for our families than the wages we were making in June of 1978.

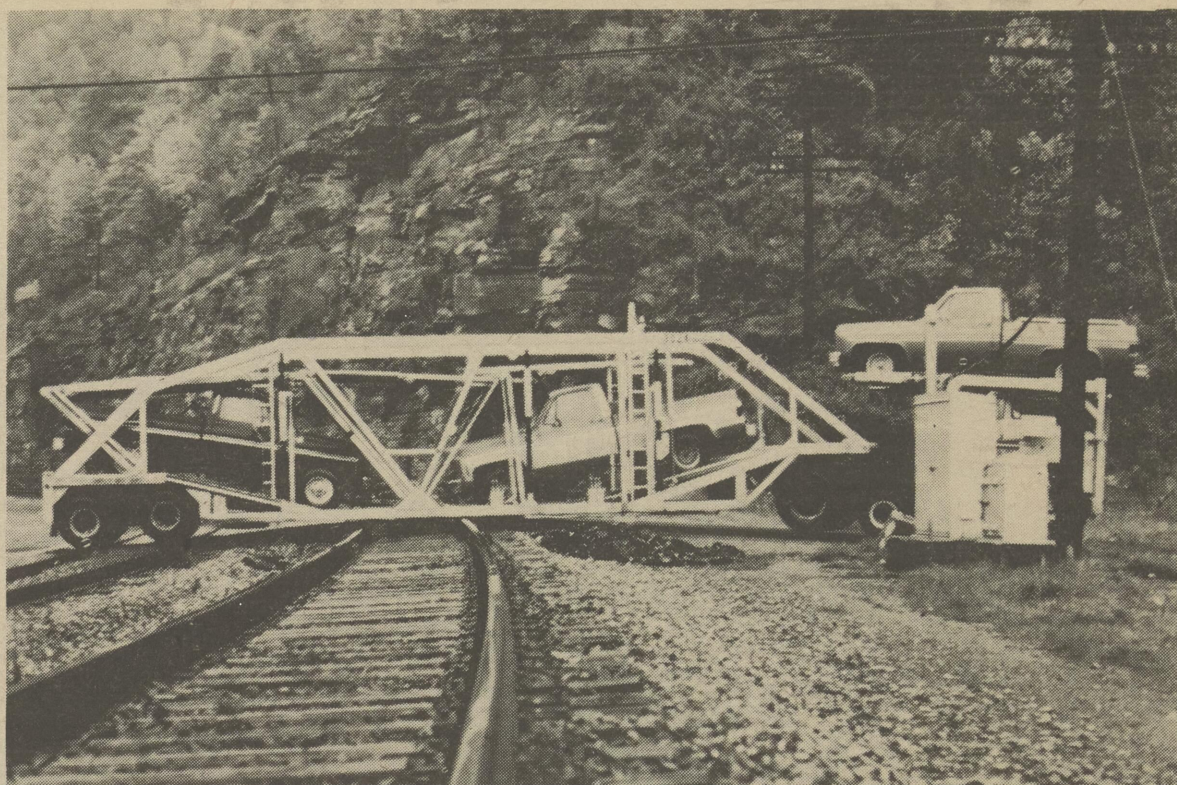
The Union officials who negotiated this contract must bear responsibility for a wage package which **guaranteed our standard of living would fall.** Even if inflation were 1/2 what it is now, we'd still fall behind.

Inflation from June 1978 to June

1979 was 10.8%. So we needed a \$1 hourly increase on June 1, 1979 to simply catch up. We got 80c and so started off the contract already 20c short. Inflation jumped 6.3% more in the first 6 months of the new contract. We needed 63c on Dec. 1 to keep from falling further behind. We got 49c. Mileage is even worse.

By November the Central Southern rate will be \$11.39/hr. But at current inflation rates it would take \$13/hr. to equal the buying power of our June 1978 wages. **Under this contract our real wages will have fallen by over \$1.50 by this fall.**

The old myth is dead about how the carhaul contract, for all its other faults, was good on the money.



Run the Route They Pay, or What Time is the Train Due?

This heartbreaking picture was sent in by TDUR John Scott who drives for Automobile Carriers Inc. (Flint Local 332). Many drivers have been hung up like this at one time or another. As the companies (and trailer manufacturers) try to pack more and more "units" into the space available, bottom clearances get even tighter.

TDUR Don Ricks a Baltimore Anchor driver (Local 557) testified last September at the DOT-truck safety hearings in Washington about the little known dangers created by low trailers. A hangup is an instantaneous stop without brake lights. Don needs more evidence for the DOT, especially lists of locations where bottom hangups are likely, and pictures of dangerously low trailers. At the very least, we need an enforceable minimum clearance regulation. Send your favorite places and trucks for bottoming out to **Convoy Dispatch**, c/o Don Ricks.

six way split

A complete failure of union representation at **Motor Convoy in Chesapeake Va.** has given management a free hand in dispatching trips, playing favorites, and drying up the terminal's work using outside drivers. The drivers voted for seniority dispatch in Sept. When the terminal opened last June, the drivers met with Pete Hathaway, BA for Local 822. He promised a stewards election within a month. He temporarily appointed L.H. Washington, who had transferred from Winston-Salem and had previously been replaced as steward there. Hathaway has refused to hold the election. He did announce an election once, but after some drivers had made the 530 mile trip back and forth from Winston-Salem to vote, he announced he was appointing Washington. In September the drivers wrote to Walter Shea in the International and in December all drivers signed a telegram to Fitz—still no action. As a result the drivers are getting no action on grievances.

Anchor Tarrytown Invents New Contract on Motels. Anchor Motor Freight management is now refusing to pay motels unless a driver has done one of three things: 1. Driven 400 miles; 2. Driven 9 1/2 hours; 3. Worked 12 hours. There is no language in the contract allowing this and Tarrytown drivers are mystified about why their local

officials appear impotent to stop it.

Well, here it is only 9 months after the contract and the **contract books are already out.** It really is amazing what this Union can accomplish when it sets its mind to it. We have not had a chance to check the book against the changes we voted on last summer. But you can be sure we will. Because this contract was **printed by the same company which counted our contract vote**—Merkle Press. It may tell you something that Detroit Carhaul BA Wilson Holsinger who was on the National Negotiating Committee calls it "Miracle Press." Maybe he knows about a miracle that we don't—like how this contract ever got passed.

I am a Truck driver for **Cassens Transport in Chicago.** I saw your article about Oscar Mashon. I wrote **grievances about short mileage** and I never got results from him. By rough figures each load is short from 5 to 15-20 miles. That adds up to \$1,000 to \$3,000 per driver per year. Out of ten grievances I have filed I won only 1 unimportant one. Signed, A Cassens Driver. Included with this letter were pay slips showing differing mileages paid from Flint to Cicero (271 and 276) and to Chicago (263 and 273); from Galewood Ill. to Detroit (271 and 285); from Naperville Ill. to Indianapolis (192 and 202).

SPREADING STRIKE WINS FOR STOKELY TEAMSTERS

"We were hurting them. We had pickets in Indianapolis at a couple of places, in Tipton Indiana, and in Fairmont Minnesota. And more people were set to leave for California to picket at Stokely plants out West. That's when they settled."

That's how steward and strike committee member Keith Davis of Local 696 in Lawrence Kansas summed up the strike after it was over. The giant food conglomerate at first locked-out the 200 Kansas employees, but after a concerted

rank and file effort, Stokely found themselves facing a spreading strike.

The victory was a modest one. The strikers won their demands for changing the expiration date (a 2 1/2 year contract), for a wage increase of \$1.45 over that period, and for an increase in the small pension benefits. But the company was out to bust the union altogether, and this strike showed that a huge corporation can be made to think twice if solidarity is used to bring more Teamsters behind the strikers.

The involuntary transfer of F.J. Boutell's yard and shop employees in Flint, Pontiac, and Detroit to "All Car, Inc." is now complete. According to the company the only reason for the change is to reduce workman's comp rates by making a paper separation of mechanics and yard people from drivers. The new All Car, Inc. employees fear there may be more to the deal.

It is common knowledge Boutell is up for sale. The most likely deal would have Commercial Carriers taking over Boutell's Detroit traffic while the Pontiac and Flint operations go to Ralph Wilson Industries. These buyers will want traffic and trucks. But it's not at all clear they will want Boutell's garages and yards and, most importantly, the people who currently work there.

As things stand now, there is no contractual requirement on anyone buying all or part of Boutell to take All Car, Inc. employees as part of the deal.

Detroit Local 299, Pontiac Local 614, and Flint Local 332 should immediately secure contracts with All Car, Inc. and especially Boutell Driveaway, Inc. specifying that any buyer of Boutell operations, in whole or in part, must dovetail the affected All Car employees into the new operation.

Some carhaul companies carrying Chrysler products have requested across-the-board wage cuts. Their proposal was formally considered in a closed session of the national Joint Competitive Review Committee in January. As yet no decision has been reached.

Sources report the companies specific proposals include postponing the June cost of living increases for at least six months. This would cost affected carhauleders 46c and 2.3c per loaded mile. Millions of dollars in wages are at stake.

Some Union representatives on the national Committee argued against the proposed cuts as impractical and unacceptable. Nevertheless, the Chrysler carrier's request was not rejected or even deadlocked, just "postponed."

Wis. Tankers Strike Against 60 Hr. Week

"Throughout the country people are fighting for a shorter work week. We have had a 48 hour week for years. But now they aren't improving things, they are going to 60 hours, straight time. We have wives, families, children to rear. There is no way to work a 60 hour week and fulfill our family responsibilities."

—George Feld
Local 200, Milwaukee

On Tuesday, February 26, at 12:01 AM tanker drivers in South East Wisconsin walked out. The reason: the companies had demanded that the drivers, hauling gasoline, fuel oil, cement, asphalt, and fertilizer among other products, work for \$.2415 a mile, straight time, on all runs over 100 miles. This would amount to taking away the drivers current condition of time and a half after 48 hours and the introduction of a 60 hour week.

The strike came after weeks of rank and file organizing in Local 200, the largest tankhaul center in the strike. The tankers there had been putting pressure on the local to end a .21 a mile, \$.675 an hour rider to the Central States contract with Schwerman Trucking Co. (see **CONVOY DISPATCH #3**). At a Feb. 5th union meeting the men were successful in kicking out this cutrate deal and putting the local on record against its continuation.

But the companies continued to push for the end of overtime after 48 hours. At a February 24 meeting, at 8 AM, the men were told that a strike was upcoming. They had voted strike sanction back on Nov. 14 and the contract had deadlocked in Florida on Feb. 10. When the strike came it was effective in most areas. A few companies have tried to move scab equipment: Princin in Greenbay and McFarland in Madison. The strike committees, however, are well organized and hard working. Close watch is being kept on all scab equipment.

Milwaukee TDU Backs the Strike

The news media falsely reported that Milwaukee TDU was not

supporting the strike or the union. This falsehood was quickly dispelled as a correction was demanded and received. TDU has been fighting for stronger contracts in Local 200. It has also opposed intimidation such as was tried at the Feb. 5th local meeting when President Ray Fularczyk tried to scare Steward Bob Hauser. But when confronted by 60 angry drivers his bluff failed. Since that meeting the local officials have been very cooperative and let members have their say at tanker meetings. The drivers are working together to win the strike.



Milwaukee Local 200 Tankers on the picket line

New Jersey Local 676

Fight the Sell-Out at National Freight

"If you don't like the way I pay, go work for someone else and I'll close the terminal. I made a deal with the Union. We shook Hands." **Bernie Brown—boss of National Freight**

Brown runs 38 National Freight terminals through dummy leasing companies and has just gotten contract rights to run all 48 states. Most terminals run under sub-standard, local contracts. Some are completely non-Union.

He is currently victimizing his drivers at Lawnside, NJ, by laying them off, telling them to withdraw from the Union and offering them work at a new non-Union company of his if they buy a truck. He's doing it because the 100 Lawnside drivers are sick of being paid and treated like second class citizens and have stood up to gain wages and benefits equal to the Master Freight Agreement. Brown says, "When they get wrinkles in their stomachs, they'll listen to me."

Contracts like National's violate official union policy as outlined in a letter from Eastern Conference head, Joe Trerotola, August 17, 1979. The whole Union should be

engaged in a crusade against Brown. Unfortunately, Local 676 President John Greeley says the men should be happy with what they've got.

On December 2 the Lawnside drivers voted 70-0 to negotiate for Master Freight wages and benefits. December 12 they voted down an insulting company offer 70-3. December 22 Brown called a meeting and said he was sick and tired of negotiating and would close the terminal if they didn't accept his offer.

The next day Greeley recommended the deal and told the men a new vote was required by law because Brown said he was going out of business. (Greeley did not mention if the law was from Russia, Iran or Mars). The vote was 66 against and 5 for the offer.

December 26 Greeley and Brown met with no stewards present. He then ordered the BA to take the ballot box to the terminal for three days. A Union lawyer said the men would not be able to picket National Freight if they struck since they are really employed by one of Brown's leasing companies, Chain (gang) Management. (That is not true and

Back to Work Letter Flops

Schwerman trucking has tried to instigate a back to work movement with a letter to the men's homes.

But the rank and file responded to this letter with a letter of their own, which stingingly pointed out: "You (Schwerman) are slightly contradicting yourself by saying you are offering us more than we want, but if we persist with what we want, Schwerman would go out of business...asking employees to return to work under this contract is definitely **Union Busting** and this is one thing that we as Teamsters cannot and will not tolerate...."

AN EQUAL OPPORTUNITY EMPLOYER M.F.

NATIONAL FREIGHT INC.

PRIDE & SERVICE

NATIONAL FREIGHT INC. A GROWING AND DYNAMIC FORCE IN THE TRANSPORTATION FIELD HAS THE FOLLOWING CAREER OPPORTUNITIES FOR EXPERIENCED INDIVIDUALS

DISPATCHER

CLERK TYPIST

SECRETARY

TRUCK DRIVER

DIESEL MECHANIC

TRAILER MECHANIC

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71 WEST PARK AVE.
691-7000

any good lawyer knows it.) After three days of balloting and three nights of who knows what, the final tally was supposedly 41 in favor of the offer and 39 opposed.

The drivers and shop stewards have requested several meetings with John Greeley and he has refused. He and other local officials say TDU is not needed in the area. But drivers at National Freight know they need the Master Freight Contract. They know that their fight may be a long one, but they're prepared for it.

This fight deserves and needs the whole hearted support of every Teamster in New Jersey where Brown's operations are centered and especially in Local 676. If

Brown gets this contract he'll cut rates and steal freight. More companies will start up non-Union and their drivers will look at National Freight and say "Why should I join the Teamsters." And in 1982 more and more companies will point to National Freight and want special deals of their own so they can compete with National.

It's not too late. Brown has gone back on the contract that Greeley gave him. The local can strike National. John Greeley can take a step forward for all Teamsters instead of 6 steps back. But it's clear it will take support for National drivers from other Teamsters in Local 676 to make Greeley act like a labor leader.

Who Owns The Teamsters?

— choose one —

— **Carlos Marcello**, New Orleans crime boss, who says "We own the Teamsters" (see page 1).

— **We do**, the rank and file Teamster. I want to join TDU to prove it.

Name _____ Local Union # _____

Address _____

City _____ State/Prov. _____ Zip _____

Phone _____ Company _____

City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐

Production ☐ Other _____

- ☐ \$15 basic membership fee—for one year's membership and subscription to **Convoy Dispatch**
- ☐ \$25 membership fee for all Teamsters who can afford it. (\$5 of this will go to the local chapter)
- ☐ \$10 for spouses and retirees, and Teamsters who gross less than \$10,000 a year
- ☐ I want a bundle sub to **Convoy Dispatch**. Prices per issue are: ☐ 100-\$7 ☐ 50-\$5 ☐ 20-\$3 ☐ 10-\$2

Join TDU!

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

Greeley says "Good Deal"...National says "Too Much" We say "Sweetheart"—Judge for Yourself

Outlined below is a comparison between the Master Freight Agreement (MFA) and the Lawnside NJ (Local 676) contract with National Freight. On December 23 Local President John Greeley said, "It's a good deal, take the contract." He then proceeded to jam the deal down his members' throats with tricks and threats. Bernie Brown, National Freight's owner, paid these rates for 1 month. In February he got greedy, said the contract was too high and on February 28 began deducting the past "overpayments" from peoples checks to the tune of \$50 to \$250. Is this a "Good deal" or "Too High"? Judge for yourself.

WAGES As of April 1, 1980, MFA wages will be about \$11.40 an hour. National's will be \$9.40. By April of 1982 MFA will be about 13.55 and National will get \$10.20.—\$3.35 behind.

Mileage—April 1, MFA mileage will go to about 28c a mile. National's will be 21c. 7c behind. By April 1982 MFA will be about 33c and National's will be 22c. 11c behind.

PENSION—National's Pension contribution is \$22-26 compared to MFA's \$46-51. What Pension Benefit Level National drivers get we don't know, but we know it's bad.

HEALTH AND WELFARE—National starts out even with MFA at \$36.50 contributed to the Fund. In 1981 National will fall \$3 behind. \$36.50 to \$39.50. Again poorer benefits must result.